

**Faculty Senate Executive Committee
Minutes of the September 12, 2018 Meeting
Adelbert Hall, Toepfer Room**

Committee Members in Attendance

Barbara Snyder, President
Ben Vinson, Provost
Cynthia Beall, CAS, vice chair
David B. Miller, MSASS, vice chair
Juscelino Colares, LAW, past chair
David Crampton, MSASS
Evelyn Duffy, SON
Mark Hans, SODM
Danny Manor, SOM
Aaron Perzanowski, LAW
Mohan Sankaran, CSE
Peter Shulman, CAS

Senate Standing Committee Chairs:

Steven Eppell, chair, FSCUE
Kenneth Ledford, chair, By-Laws Committee
Leena Palomo, chair, Nominating Committee
Christine Cano, chair, Personnel Committee
David Matthiesen, chair, Faculty Compensation
Glenn Starkman, chair, Finance Committee

Guests:

Thomas Matthew
Michael Mason
Lee Thompson

Absent:

Leon Blazey, WSOM

Call to Order

Professor Cynthia Beall, chair, Faculty Senate, called the meeting to order at 3:00 p.m.

Approval of Minutes

The minutes of the April 13, 2018 meeting of the Faculty Senate Executive Committee were reviewed and approved. *Attachment*

President's Announcements

The President had no announcements.

Provost's Announcements

The Provost had no announcements.

Chair's Announcements

Prof. Beall reported that faculty are interested in learning more about matters discussed at CWRU Board of Trustees meetings. The President has offered for the chair and vice chair of the Senate to meet with her and the Board chair before each one of the three full Board meetings each year.

Proposed Revisions to the Senate Nominating Committee Charge

Professor Kenneth Ledford, chair of the Senate By-Laws Committee, reported that the Senate By-Laws Committee approved a proposal from the Senate Nominating Committee to amend its charge to include the Secretary of the University Faculty as an *ex officio* member. The proposal was referred by the Executive Committee to the By-Laws Committee at the end of last year. The Secretary has institutional memory as well as information that is useful when the Nominating Committee considers filling vacancies on Senate standing committees. As an *ex officio* member of the Committee the Secretary would have a voice as well as a vote. The Executive Committee voted to include the proposal on the agenda for the Faculty Senate meeting. *Attachment*

Budget Priorities Subcommittee

Professor Glenn Starkman, chair of the Senate Finance Committee, reported on the ad hoc Subcommittee on Faculty Budget Priorities, the charge for which had been discussed and approved last academic year by the Senate Executive Committee. Prof. Starkman said that last year's charge was explicit regarding membership of the subcommittee, but it was not as clear regarding the duties. At its first meeting members of the Subcommittee discussed what they understood their duties to be and the Senate Executive Committee confirmed their understanding, which is as follows:

- 1) Participate with the administration in the annual process of setting university operating and capital budget priorities from the outset of that process;*
- 2) Engage with Faculty Senate committees in discussions of the financial implications of any proposals they are considering in advance of their submission to the Executive Committee for consideration, and recommend to the Executive Committee a process for prioritization of such proposals by the Senate.*
- 3) Report to the Faculty Senate Finance Committee regularly on its activities.*

At the meeting, the chair of the Senate Committee on Faculty Personnel questioned the relevance of that committee's role on the Subcommittee since the Personnel Committee is not charged with considering financial matters. Professor Juscelino Colares, past chair, said that the members of the Subcommittee had been approved by the Executive Committee last year. The members are the chairs of Personnel, Compensation, Research, and Finance. After discussion, the Executive Committee approved a motion to remove the chair of the Faculty Personnel Committee from the membership by a vote of 8 in favor, 1 against, and no abstentions. The Executive Committee discussed adding the chairs of FSCUE and Graduate Studies Committee to the membership of the Subcommittee, and after consideration, approved a motion to add the chair of FSCUE by a vote of 9 in favor, 1 against, and no

abstentions. Prof. Starkman said that members of the Subcommittee who are chairs of Senate standing committees should be providing expertise to the discussions, but not advocating for specific proposals from their committees. Prof. Colares warned against adding too many members to the Subcommittee so that it becomes larger than the Senate Executive Committee. He also said that any new members should be invited to attend only after consultation with the chair of the Faculty Senate.

Faculty Climate Survey and Gender Salary Study- Codification in Faculty Handbook/By-Laws

The Executive Committee discussed whether to add language to the Faculty Handbook regarding the university's commitment to conduct a faculty climate survey and gender salary survey at regular intervals. The President commented that regardless of what is decided, the administration would continue to conduct these surveys because of their value for university-wide planning purposes. The Committee discussed whether the climate survey could be adjusted to add additional questions of relevance to specific schools. It wasn't clear whether this was possible but Provost Vinson said that his office would look into it. The Provost said he is also concerned about the survey's uneven response among faculty of different ranks. The Committee decided that Profs. Ledford, Beall, and Miller would meet with the Provost to discuss these questions before moving forward on language for the Faculty Handbook. The Committee also agreed that both surveys should be conducted at least every four years and that the gender salary survey should not look at only "gender" inequities but salary inequities across all faculty groups. The salary survey should be renamed "the Faculty Salary Equity Survey".

Faculty Involvement in Student Success Initiative

The Executive Committee discussed ways in which faculty can have input into and involvement with the new Student Success Initiative (SSI). Professor Steve Eppell, chair of FSCUE, reported that last spring the Provost convened a small group of faculty to begin discussing implementation of the CUE recommendations. Professor Kimberly Emmons, who served as chair of the CUE and who chaired this small group, presented FSCUE with a proposal for creation of a new FSCUE Subcommittee that would focus on the CUE's recommendation regarding faculty advising and mentoring. Prof. Eppell was seeking feedback from the Executive Committee on creation of the Subcommittee. Prof Eppell reported that the Office of Student Advancement had recently established a Student Success Faculty Advisory Group. Tom Matthews, Interim Associate Provost, Student Success said that the Advisory Group would serve as a communication and feedback mechanism between the SSI and faculty in the college/schools.

There was concern expressed by Executive Committee members about university committees that include faculty and which are created outside of the faculty governance process. This issue came up when the current President first arrived at CWRU and it was agreed that faculty members of this type of committee should be vetted through or nominated by the Faculty Senate. A member of the Executive Committee suggested that the SSI Faculty Advisory Group be structured as an *ad hoc* Committee of the Senate that would meet for a specific purpose and for a specific period of time. Associate Provost Tom Matthews and Lee Thompson will serve as co-chairs, and the Faculty Senate

chair will approve a charge for the group. The co-chairs will report to the Faculty Senate chairs on a regular basis. Tom Matthews agreed to submit a list of group members to the Senate chair for approval by the Executive Committee at its next meeting. The Executive Committee also agreed that FSCUE should create an advising and mentoring subcommittee.

Additional Topics for Executive Committee Consideration

The Executive Committee discussed whether to request that the graduate and professional schools provide the Senate on an ongoing basis with data on recruitment, enrollment, retention, graduate rates, and placement. Much of this information is presented annually to the Senate with regard to the undergraduate student population but not the graduate and professional school student population. The data impacts the university's rankings, faculty and student scholarship, and general student success. A committee member suggested that for this year, the Senate determine what data are being maintained by the programs, but that going forward, the schools/college submit data to the Senate on an annual basis. A motion was made and seconded to charge the Senate Committee on Graduate Studies with obtaining information on current practices by the end of this semester, and with developing an efficient process for regular reporting from the graduate and professional schools to the Faculty Senate by the end of the spring 2019 semester. The expectation is that the college/schools will begin reporting to the Senate beginning in the fall of 2019. The motion was unanimously approved.

Approval of Faculty Senate Agenda

The Executive Committee approved the agenda for the October 1st Faculty Senate meeting.
Attachment

The meeting was adjourned at 5:00 pm.