



CASE WESTERN RESERVE
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September 2018 Faculty Senate Newsletter

This newsletter covers business conducted during the October 1, 2018 Senate meeting.

Of Particular Importance to *All* University Faculty

Faculty Conciliation Counselor

Provost Vinson announced that the university's conciliation counselor, emeritus faculty member, Bill Leatherberry, has decided to step down. He said that an individual from the CWRU community has expressed interest in serving in this role, but that if others have recommendations, they should contact his office no later than October 15th. It is not required that the conciliation counselor be an emeritus faculty member.

Chair's Announcement

Professor Cynthia Beall, (CAS), chair of the Faculty Senate, announced that she and the vice chair of the Senate, Professor David B. Miller, (MSASS), will be meeting with President Snyder and the chair of the CWRU Board of Trustees before each full Board meeting to learn more about the matters of interest or under discussion.

Report on Faculty Climate Survey Results (Provost Ben Vinson, Jean Gubbins, Edward Bolden)

Key takeaways from the 2018 Faculty Climate Survey results were presented. A senator asked about the definition of School of Medicine "basic science" faculty in the survey, and another senator asked whether responses from Arts and Humanities faculty could be separated from those in the Social Sciences. Jean Gubbins, Director of Institutional Research, said that the data would be reanalyzed per these requests and posted to the Office of Institutional Research website. Another senator requested that the survey instrument be posted also.

Provost Vinson had prepared questions asking senators to rank key factors impacting faculty satisfaction and key priorities for improving satisfaction. Responses were registered electronically and will be attached to the minutes and posted to the Faculty Senate website once the minutes have been approved.

Library External Review Report

Professor Paul Iversen, (CAS), chair of the Faculty Senate Committee on University Libraries (FSCUL), presented the findings of the Library External Review Team report. The purpose of the study was to provide a high-level comprehensive comparison and analysis of current library practices across and among all CWRU libraries against best practices nationally. While FSCUL has not had sufficient time to review the report, it intends to work with the Provost to recommend regular increases in KSL content funding and to make other related recommendations. Prof. Iversen noted recent efforts made by the University Librarian that resulted in higher international rankings.

Enrollment Update

Rick Bischoff, Vice President for Enrollment Management, reported that the incoming class was larger than anticipated this year. The target had been 1250, and 1393 students enrolled. As a result, students from the waitlist were not admitted which decreased the number of international and Pell grant students who enrolled. This was the first time in many years that the university instituted an application fee of \$70, and applications still increased by 5%. A fall overnight program instituted this year to promote the new meet-need financial aid policy had a big impact on the number of diverse students who enrolled.

Student Success Initiative

Tom Matthews, Interim Associate Provost, Student Success, discussed the impact of the Student Success Initiative. A survey of first-year students conducted after fall Orientation revealed that 98% of students knew who their navigators were and how to make contact with them. Approximately 77% of students said that the navigator made a difference in their transition to the university. Some students thought that the navigators were academic advisors so roles need to be clarified.

The Office of Student Advancement would like to continue engaging with faculty regarding the advisor/navigator relationship. Associate Provost Matthews said that there is much more work to be done on the Student Success Initiative and faculty are very important to the process.

Pharmacy Benefit Transition Update

Prof. Beall introduced Carolyn Gregory, Vice President for Human Resources, and James Ryan, Senior Director, to provide an update on the pharmacy benefit transition. Carolyn Gregory reported that the purpose of the transition was to constrain the rate of increase on health-related costs. The CVS model did not provide sufficient cost savings. MedImpact is one of the largest pharmacy benefit managers in the country. But there have been significant challenges including delayed communication to employees, a slower than expected information transfer from CVS, and poor service levels with Direct Scripts. HR staff is personally intervening on behalf of many employees and is in daily communication with MedImpact and Direct Scripts. HR will be evaluating its options over the next few weeks.

Senators expressed a great deal of dissatisfaction with the transition process and the amount of time employees have had to spend on resolving issues. Carolyn Gregory recommended that individual problems be referred to her office. Faculty Senate leadership has asked her to report to the Senate in the future regarding progress in correcting issues related to the transition.

Proposed Revisions to the Faculty Handbook

Revisions to the Senate Nominating Committee Charge

The Faculty Senate approved a proposed revision to the Senate Nominating Committee charge adding the Secretary of the University Faculty as a non-voting *ex officio* member of the Committee. Since the Nominating Committee charge is contained within Chapter 2 of the Faculty Handbook (the Faculty Constitution), the proposed revision will also need to be approved by the University Faculty.

More detailed information on all items included in this newsletter are available on the Google site for the [2018-19 Faculty Senate Meetings](#). Once the minutes have been approved (at the following Faculty Senate meeting), they will be posted on the Senate website along with all related document