



Faculty Senate

Faculty Senate Meeting
Monday, December 19, 2018
3:30 pm to 5:30 pm
Adelbert Hall, Toepfer Room

Members Present

Rohan Akolkar
Brendan Barton
Cynthia Beall
Jeremy Bendik-Keymer
Valerie Boebel Toly
Francesca Brittan
Christine Cano
Phil Cola
Juscelino Colares
David Crampton
Christopher Cullis
Evelyn Duffy
Steven Eppell
Karen Farrell
Mark Hans

Steven Hauck
Kathleen Kash
Thomas J. Kelley
Ruth A. Keri
Ahmad M. Khalil
Kenneth Ledford
Danny Manor
Anne Matthews
David Matthiesen
Maureen McEnery
Janet McGrath
David Miller
Andre Paes
Susan Painter
Leena Palomo

Simon Peck
Dana Prince
Roger Quinn
Renato Roperto
Peter Shulman
James Simmelink
Barbara Snyder
Glenn Starkman
Stan Szarek
Ben Vinson III
Allison Webel
Rebecca Weiss
Chris Winkelman

Members Absent

Harihara Baskaran
Karen Beckwith
Jaime Bouvier
Matthias Buck
Luke Bury
Susan Case
Radhika Duggal
Steve Feldman

Susan Hinze
Lee Hoffer
Paul Iversen
Sudha Iyengar
Kathryn Mercer
Ronda Mourad
Aaron Perzanowski
Andrew Pollis

R. Mohan Sankaran
Beverly Saylor
William P. Schilling
Roman Sheremeta
Ali Syed
Dustin Tyler
Joachim Voss

Others Present

Katie Brancato
Lisa Camp
Jonathan Carlson
Donna Davis Reddix
Jessica DeCaro
Stephanie Endy

Don Feke
David Fleshler
Arnold Hirshon
Thomas Matthews
Marilyn Sanders Mobley
Dean Patterson

Suzanne Rivera
John Sideras
Matthew Smith
Jeff Wolcowitz
Sue Workman
Victoria Wright



Faculty Senate

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 November 26, 2018 Faculty Senate meeting.

Attachment

President's Announcements

The President reported that at the January Senate meeting, Carolyn Gregory, Vice President for Human Resources, will report and seek feedback on several options for improving the pharmacy benefit transition process.

Provost's Announcements

The Provost introduced the strategic planning process. Based on the results of the staff and faculty strategic planning surveys, and feedback received in focus groups and town halls, they decided on a very different approach to the planning process this year. Provost Vinson introduced Lisa Camp, his Chief of Staff, who will be coordinating the process. Ms. Camp said planning will begin in January/February and that by June 1, they expect to have a plan framework. The process will include an 8-10 person Thinking Group that will be linked to and solicit ideas from numerous university constituents including faculty, staff, students, alumni and community members. The Provost's Office is in the process of creating an application for faculty and staff interested in serving on the Thinking Group. Constituents with ideas for new and innovative programs with potential to positively impact the university can receive seed sprint awards to pilot their ideas during the spring semester planning period.

The chair of the Emeriti Academy Executive Committee suggested that Emeriti faculty be involved in the planning process. Provost Vinson and Ms. Camp were supportive of this idea. A senator asked when strategic planning could begin within the College and schools. The Provost requested that that they wait until the fall of 2019.

Chair's Announcements

Prof. Beall encouraged faculty to join Senate standing committees for the 2019-2020 academic year and to complete the Opportunities for Faculty Governance Survey.

Report from the Executive Committee

Professor David Miller, vice chair, reported on items from the December 12th Executive Committee meeting:

- 1. Discussion of Faculty Handbook provision pertaining to meetings of the University Faculty-** Prof. Ken Ledford, chair of the Senate By-Laws Committee consulted members of the Executive Committee on issues pertaining to the provision of the Faculty Handbook relating to meetings of the University Faculty. The issues relate to quorum requirements, the absence of a definition of what



Faculty Senate

constitutes an emergency meeting of the UF, and whether it is advisable to maintain the requirement for an annual meeting of the UF because it no longer has a function: the President no longer gives a state of the university address during the meeting, and voting on amendments to the Faculty Constitution occurs by electronic ballot. The Executive Committee decided to convene a small ad hoc Committee to review and make recommendations on these issues. Prof. Beall will contact faculty to serve on the committee.

2. Honorary Degree Nominations- Provost Vinson provided background information on two individuals nominated for Honorary Degrees. The Executive Committee voted to approve the nominations. The names of the honorees are kept confidential until they are notified.

3. Graduate and Professional Student Data Collection Project Extension Request - Earlier this semester, the Senate Executive Committee charged the Senate Graduate Studies Committee with identifying existing data on student recruitment, enrollment, retention, etc... currently maintained by the graduate and professional schools. This was to be step one of the Graduate and Professional Student Data Collection Project. The Committee was charged with reporting on what they discovered by the end of this semester. Due to delays in obtaining the information, the Graduate Studies Committee requested an extension on the deadline to the end of the spring 2019 semester. The Executive Committee voted to approve the extension request.

Secretary of the Corporation Report

The Secretary of the Corporation report from the November 15th, 2018 Board of Trustees meeting was posted to the Senate Google site prior to the meeting. *Attachment*

Introduction of New Faculty Conciliation Counselor

The Provost introduced Jonathan Entin, Professor Emeritus of Law, who is the new Faculty Conciliation Counselor as of December 1, 2018. Prof. Entin succeeds Professor Emeritus William Leatherberry who served in this capacity since 2014. Prof. Entin thanked the Faculty Senate and thanked Prof. Leatherberry specifically for his work and wise counsel. Prof. Entin said that he will report annually to the Senate and to the Senate Committee on Faculty Personnel. He encouraged senators to inform their constituents about the mediation and conciliation services available through his office.

Results of Faculty Climate Survey- Next Steps

The Provost reported that he is discussing the results of the Faculty Climate Survey with the deans of the College and schools. In these meetings, the Provost asks the deans about how they reacted to the results, what they might think about doing differently, how faculty mentoring within their units can be improved, how to reverse the perceived lack of transparency in the tenure process that persists among assistant professors, and how to change the culture so that all faculty are valued equally. Marilyn Mobley, Vice President for Inclusion, Diversity and Equal Opportunity has offered to work with the deans on culture issues. The Provost also mentioned that the results of the Climate Survey has been discussed at a recent meeting of the Academic Affairs and Student Life Subcommittee of the Board of Trustees.



Faculty Senate

The Provost said between now and the next climate survey, faculty should continue to ask tough questions and work with the Senate and Senate committees to make changes that will improve faculty satisfaction. Faculty participation in the strategic planning process will be crucial.

Report on Faculty Listening Tour

Prof. Beall and Prof. Miller reported that over the semester they had conducted a listening tour for faculty in the schools and College, where faculty were invited to share their thoughts, ideas and concerns in a neutral setting. Five meetings were held and a total of 45 faculty attended. The largest group of faculty were from the SOM, the SON and the SODM. Many faculty expressed concerns about the following issues:

1. Pharmacy Benefit Manager transition
2. Childcare needs
3. University finances
4. Faculty would like to be involved early in the process of raising funds for projects relating to their interests.
5. Perceived changes in faculty composition
6. Reorganization of the Provost's Office to eliminate the position of Deputy Provost for Faculty Affairs and distribution of work
7. Results from Faculty Climate Survey and how changes will be made
8. Recruiting and maintaining underrepresented minority faculty and students in graduate and professional schools

With respect to the above concerns, Prof. Beall reported that:

1. As the President mentioned, Carolyn Gregory will be presenting on this topic at the January Faculty Senate meeting.
2. The President said that building a day care center at the university is not currently feasible, however, that the university provides a range of alternative options listed at <https://case.edu/hr/worklife/perks-extras/child-care-programs>.
3. Faculty want transparency and regular communication regarding university finances. Prof. Beall reminded senators about the Senate Budget Priorities Subcommittee.
4. President Snyder encouraged faculty to work with their school's development team.
5. Don Feke will be addressing the issue of faculty composition later in the meeting.
6. Prof. Beall reminded senators that the Provost made faculty affairs information available at a previous Senate meeting. The Provost said that his office's website would be updated shortly to reflect this information.
7. The Provost addressed climate survey follow-up actions in his remarks.



Faculty Senate

8. This issue should be discussed by the Senate Minority Affairs Committee as well as by other appropriate campus groups.

A senator asked whether there would be another opportunity for a listening tour in the spring semester. Prof. Beall said that once a year is probably sufficient but that the Faculty Senate will continue to monitor the issues and communicate with all faculty on a regular basis. Another senator said that attendance will grow at these sessions as faculty come to expect them each year. Prof. Beall said that faculty could organize discussion groups within their respective schools. Prof. Miller suggested that the Faculty Senate Newsletter could serve as a guide for the discussion groups.

A senator suggested that all faculty, not just senators, receive notice when Senate meeting materials have been posted to the Senate Google site.

International Rankings Initiative

Prof. Beall entertained a motion, which was seconded, to take the international rankings initiative discussion off the table. At the November 26th Faculty Senate meeting the Senate voted to table the discussion until the proposal reflected requested changes and additional information. Molly Watkins, Executive Director for International Affairs, presented the revised proposal. Several senators had objected to the language in the proposal that encouraged faculty to publish in high-impact journals. Ms. Watkins said that the prescriptive language had been removed. Also, as requested, a budget for the proposed activities had been added. Ms. Watkins said the proposal will be primarily supported by leveraging existing resources. The budget is divided into 3 sections: existing resources, initial/short term direct rankings expenses, and potential investments in faculty. She said that additional resources for faculty is very important, however, many activities that could positively impact rankings don't require additional funds.

A senator commented that faculty were aware that resources would be necessary to improve international rankings, and the fact that some resources can be leveraged is very positive. Securing additional international travel funds for faculty, as recommended in the proposal, would be very useful because when faculty attend international conferences, they help raise awareness of the university. International conferences held at CWRU would be even more impactful. A senator suggested that the Office of International Affairs communicate regularly with faculty about grants for international travel.

A motion was made and seconded to endorse the International Rankings Initiative and the Senate voted to endorse it. *Attachment*

Faculty Senate

Report on Special Faculty

Responding to a request for information from Faculty Senate leadership, Don Feke, Vice Provost for Undergraduate Education and Faculty Affairs, presented data on special faculty who teach in the schools and the College. Vice Provost Feke provided data from the CWRU Office of Institutional Research for the fall of 2016 and 2017, including the numbers of special faculty and credit hours taught by this group in undergraduate as well as graduate and professional school programs. The Executive Committee requested longitudinal data to compare the numbers of special faculty before and after creation of the SAGES program. Vice Provost Feke said that he will try to have this data by the January Senate meeting. *Attachment*

The meeting was adjourned at 4:51 pm.