



Faculty Senate Newsletter

Synopsis of the December 19, 2012 Faculty Senate meeting

This newsletter will be sent out monthly and will provide you with a snapshot of what took place at the most recent Faculty Senate meeting. To learn more about any issue, click on the item and it will take you to [more information](#) further down the page; the numbers below correspond with the numbers above. If you have any questions, please contact one of the senators for your school or college. The list of senators can be found on the [Faculty Senate website](#).

Please note: The Faculty Senate Faculty Interest Survey has been sent to all university faculty and will be open until Friday, February 1, 2013. Please complete the survey if you are interested in serving on any of the Faculty Senate standing committees. The survey can be found [here](#).

President's and Provost's Announcements

1. [CWRU has joined the Tuition Exchange Program](#)
2. All early action decisions have been made for the fall 2013 entering class
3. [Work on new strategic plan is under way](#)

Chair's Announcements

3. Prof. Robin Dubin, chair, Faculty Senate, reported that Suzanne Rivera, Associate Vice President for Research, proposed an amendment to the Individual Conflict of Interest Policy in the Faculty Handbook. The amendment proposes to remove the financial disclosure requirement for special faculty who are not engaged in research. The amendment was approved by the Executive Committee.
4. The [Master in Nonprofit Organizations degree program](#), previously offered through the Mandel Center for Nonprofit Organizations, will be offered by the [Mandel School of Applied Social Sciences](#) starting in June of 2013. The Weatherhead School of Management will no longer be participating in this degree program.

Report from the Executive Committee

5. [Minimum TOEFL score requirement under review](#)
6. The Executive Committee voted to approve the awarding of honorary degrees to [Mohammed Ibn Chambas](#), [Geoffrey M. Duyk](#) and [Elon Musk](#).
7. The Executive Committee also voted to increase the cap on the number of [Distinguished University Professors](#) from 3% of tenured faculty to 5%.

Agenda Items

8. [Tuition Exchange Program](#)
9. [Mathematics and Statistics department merger](#)
10. [Report from ad hoc Committee on Appointments Outside the Constituent Faculties](#)
11. [Motion to Approve SAGES Governance Proposal](#)
12. [Faculty Paid Parental Leave Policy](#)
13. [Modified Workload Policy for Caregiving Responsibilities](#)
14. [Report from the University Budget Committee](#)
15. [Report from the Center for International Affairs](#)

More Information

5. Prof. Steven Garverick, chair-elect, Faculty Senate, reported that Mr. Bob McCullough, Director of Undergraduate Admissions, presented the [Faculty Senate Committee on Undergraduate Education Admission and Aid Subcommittee's](#) recommendation regarding minimum TOEFL scores for international students. In February of 2011, the Faculty Senate had approved a resolution that would increase the TOEFL score requirement to 100 for the fall of 2013. The new recommendation proposes to maintain the score requirement of 90 for the fall of 2013. The Executive Committee asked that the Office of Admissions provide more extensive data on the academic success of international students with TOEFL scores under 100. This data will be presented to the Executive Committee and Faculty Senate in January.
8. Richard Bischoff, Vice President for Enrollment Management, provided additional information on the Tuition Exchange Program (TEP). He began by thanking the [Staff Advisory Council](#) and Prof. Sean McDonnell (PHED) for introducing this opportunity to the university. He said that this is a scholarship opportunity and not a staff benefit. Each participating institution has its own eligibility requirements and admissions decisions are made by the host institutions. Faculty/staff must have two years of continuous service and be eligible for CWRU benefits in order to participate. Entering freshman may apply, but transfer students and those already enrolled in a participating institution may not. Mr. Bischoff stressed that each participating school has different application requirements and deadlines, and interested faculty/staff should conduct careful research. Information on the program will be posted on the Human Resources, Enrollment Management and Financial Aid websites. Jamie Ryan in Human Resources will be certifying applicants and Nancy Issa in Financial Aid will be administering the program once certification is complete. As President Snyder said, this will be a 4-year pilot project. All commitments to students who receive scholarships over the next four years will be honored.
9. Prof. David Singer, CAS, presented a [proposal](#) to merge the Departments of Mathematics and Statistics. The new department will be known as the Department of Mathematics, Applied Mathematics and Statistics. The department merger was unanimously approved by the voting faculty of the two departments, the executive committee and the full faculty of the College. The Faculty Senate voted to approve the merger.
10. Prof. Alan Levine, SOM, chair of the [ad hoc Committee on Appointments Outside the Constituent Faculties](#), provided an update on the committee's activities to date. The committee has met three times. The committee agrees that for historical reasons the faculty in PHED must be considered separately from other part-time or full-time faculty involved in SAGES, ROTC, online teaching, or in the Siegal Lifelong Learning Program. The committee recognizes that it would be appropriate for the PHED faculty to develop, seek approval for, and adopt a set of bylaws. Discussions about references to the Department of Physical Education within the Faculty Handbook have begun. Attention will now focus on these other categories of faculty, for which policy and process does not exist.
11. Prof. Christine Cano, CAS, chair of the Committee on Undergraduate Education (FSCUE), presented the [SAGES governance proposal](#). The SAGES program has not had an articulated governance policy since its inception. The proposal was endorsed by FSCUE, discussed at a meeting of the Undergraduate Program Faculty (UPF) on November 26, 2012, and subsequently approved by a vote of the UPF. The governance proposal requires the endorsement of the Faculty Senate. The Senate voted to endorse the proposal.
12. Prof. Patricia Higgins, SON, chair, [Faculty Senate Committee on Faculty Personnel](#), presented the [Faculty Paid Parental Leave Policy](#). The policy would replace the current interim policy. The [Faculty Senate By-Laws Committee](#) had approved the language of the policy as well as its placement in the Faculty Handbook. The Faculty Senate voted to approve the Faculty Paid Parental Leave Policy. The approved leave policy and interpretive guide are also posted on the [main page of the Faculty Senate website](#).
13. Prof. Karen Farrell, Physical Education & Athletics, chair of the [Faculty Senate Committee on Women Faculty](#), presented the [Modified Workload Policy Related to Caregiving Responsibilities](#). Prof. Farrell said that this policy is designed to provide a safety net for a

faculty member trying to work and serve as the primary caregiver 1) for a child who requires care beyond basic parenting or 2) for another family member or other person whose care requires a significant time commitment. Prof. Farrell said that "other person" was intentionally not defined so as to provide flexibility. Under the policy, the department chair, dean, and provost must approve the request for a modified workload. If the request is denied the faculty member would be entitled to file a grievance or work with the university's conciliation counselor. The Faculty Senate approved the Modified Workload Policy Related to Caregiving Responsibilities.

14. Provost Baeslack provided the Senate with background information on the establishment of the [University Budget Committee](#) (UBC). He then introduced Prof. Christopher Cullis, CAS, chair of the UBC, who provided an update on committee activities. Prof. Cullis said that the UBC had originally been established as an *ad hoc* committee and has now been formalized. The committee is charged with defining the relationship between the UBC and the [Faculty Senate Budget Committee](#) (FSBC). Proposed language renaming the FSBC and revising the committee's charge has been reviewed and approved by the [Faculty Senate By-Laws Committee](#). The proposed language will be brought before the Faculty Senate Executive Committee and Faculty Senate in January. Members of the UBC serve 3-year terms and the committee is working on establishing a rotation schedule. The UBC has made a number of recommendations regarding the financial planning process, undergraduate tuition allocations, graduate student tuition distribution and the overhead allocation policy, among others. In the future it will consider alternative budget models, resources for supporting the strategic plan, and will continue to engage in the budget process and multi-year planning. The UBC will report to the Faculty Senate once a year and the chair of the UBC will serve as a member of the newly-named Faculty Senate Finance Committee.
15. David Fleshler, Associate Provost for [International Affairs](#), updated the Senate on internationalization efforts at the university. The internationalization emphasis grew out of the Forward Thinking strategic plan with input from multiple constituents. Major initiatives in Phase One include:
 - o The creation of the Center for International Affairs in Tomlinson Hall (consolidation of three offices)
 - o Increasing the numbers of enrolled international students with strong academic backgrounds
 - o Strengthening and growing the undergraduate study abroad program
 - o The development of new services and programs to encourage and support faculty internationalization effortsPlans for Phase Two include fundraising and development, increased support for graduate and professional students, an international database/faculty life cycle project and continuing efforts to create a university-wide presence in India, Brazil and ASEAN/Thailand.

Learn more about the [Faculty Senate](#).

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