



Faculty Senate

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

Members Present

Rohan Akolkar
Brendan Barton
Cynthia Beall
Karen Beckwith
Jeremy Bendik-Keymer
Jaime Bouvier
Francesca Brittan
Luke Bury
Phil Cola
David Crampton
Christopher Cullis
Evelyn Duffy
Radhika Duggal
Steven Eppell
Karen Farrell
Mark Hans
Steven Hauck
Janet McGrath

Paul Iversen
Sudha Iyengar
Voss Joachim
Kathleen Kash
Thomas J. Kelley
Ruth A. Keri
Ahmad M. Khalil
Kenneth Ledford
Danny Manor
Anne Matthews
David Matthiesen
Maureen McEnery
Janet McGrath
David B. Miller
Ronda Mourad
Mark Hans
Thomas Montagnese
Simon Peck

Andrew Pollis
Dana Prince
Roger Quinn
Andre Paes
R. Mohan Sankaran
William P. Schilling
Roman Sheremeta
Peter Shulman
James Simmelink
Barbara Snyder
Glenn Starkman
Renato Roperto
Ben Vinson III
Allison Webel
Rebecca Weiss
Chris Winkelman

Members Absent

Harihara Baskaran
Leon Blazey
Valerie Boebel Toly
Matthias Buck
Christine Cano
Juscelino Colares

Steve Feldman
Vanessa Hildebrand
Susan Hinze
Kathryn Mercer
Susan Painter

Leena Palomo
Aaron Perzanowksi
Beverly Saylor
Ali Syed
Dustin Tyler

Others Present

Katie Brancato
Jonathan Carlson
Jessica DeCaro
Stephanie Endy
Don Feke

David Fleshler
Carolyn Gregory
Arnold Hirshon
Thomas Matthews
Marilyn Sanders Mobley

Suzanne Rivera
Matthew Smith
Jeff Wolcowitz
Sue Workman
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 April 23, 2018 Faculty Senate meeting. *Attachment*

President's Announcements

President Barbara Snyder welcomed new Provost Ben Vinson to his first Faculty Senate meeting. The Case School of Engineering welcomed its new dean, Venkataramanan "Ragu" Balakrishnan, on September 1st and on that same date, Professor Carol Musil was named Interim Dean of the Frances Payne Bolton School of Nursing. The President said that she is pleased with the progress made by the Student Success Initiative. Faculty are an integral part of the Initiative and a Faculty Advisory Committee has been formed which will be an ad hoc Committee of the Faculty Senate.

Homecoming weekend begins on October 11th. The full Board of Trustees meeting will be held on October 19-20 and Prof. Beall will give a report on the activities of the Faculty Senate. There won't be a Senate reception this fall, but one will be held following the January 29, 2019 Senate meeting.

Provost's Announcements

Provost Ben Vinson introduced himself and said that he is honored to be a part of the CWRU community. He has been meeting with many constituents of the university and has many more to go. He reported that a search committee for a new dean of the School of Nursing has been formed and will be chaired by MSASS Dean Cleve Gilmore. Candidate interviews will be conducted in January. A new strategic planning process will begin soon and he will update the Senate at the November 1st meeting. A key component of the plan will be the CUE recommendations and the planning committee will include, among others, representatives from FSCUE, the College and schools, and members of his staff.

The Provost 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.



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Chair's Announcements

Prof. Beall announced that she and vice chair of the Senate, Professor David Miller, 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 from the Executive Committee

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

- 1.) Glenn Starkman, chair of the Senate Finance Committee, reported on the membership and charge of the Budget priorities subcommittee. Additional chairs of Senate standing committees may be asked to attend after consultation with the Senate chair. The Executive Committee voted to remove the chair of the Senate Personnel Committee from the committee and to add the chair of FSCUE.
- 2.) 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. A decision was made that Profs. Beall, Miller and Ledford would meet with the Provost Vinson to discuss issues related to the surveys before moving forward on drafting language for the Handbook. The Executive 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".
- 3.) The Executive Committee agreed that the Student Success Initiative Faculty Advisory Group should be structured as an ad hoc committee of the Faculty Senate. Associate Provost Tom Matthews and Professor Lee Thompson are serving as co-chairs. They will report to the Senate on a regular basis. Tom Matthews agreed to submit a list of advisory 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 ad hoc subcommittee on advising and mentoring.
- 4.) The Executive Committee voted to charge the Graduate Studies Committee with identifying data on student recruitment, enrollment, retention, etc... currently maintained by the graduate and professional schools. The Committee would like this information by the end of the fall semester. In addition, the Graduate Studies committee was charged 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.



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Secretary of the Corporation Report

The Secretary of the Corporation reports from the April and June 2018 Board of Trustees meetings were posted to the Senate Google site prior to the meeting. There were no questions on the reports. *Attachment*

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. When the Senate Executive Committee discussed this revision at its September 12th meeting, it was understood that the person in this role would have a voice as well as a vote. Subsequently it was determined that the Nominating Committee had not intended for this member to have a vote. Between the September 12th Executive Committee meeting and this Senate meeting, the language was revised and approved by the By-Laws Committee. The Faculty Senate voted to approve the revised language. Since this is a change to Chapter 2 of the Faculty Handbook, it requires approval by the University faculty. *Attachment*

Faculty Climate Survey Results

Provost Vinson introduced the topic and said that the survey, created in conjunction with other AAU institutions, was conducted for the third time during the 2017-18 academic year. Eddie Bolden, Associate Director for Institutional Research, reviewed the key takeaways. Overall, the results show that faculty are less satisfied. Also, there was significant variation in the responses among faculty from different schools and groups of departments. A senator asked about what faculty were included in the basic sciences definition within the School of Medicine and another faculty asked whether responses from arts and humanities faculty could be broken out from those in the social sciences in the College. Jean Gubbins, Director of Institutional Research, said that the data could be reanalyzed according to these requests and senators would be notified when it has been completed. Another senator requested that the survey instrument be posted on the Institutional Research office website.

Provost Vinson had prepared questions in which he asked senators to rank key factors impacting faculty satisfaction and key priorities for improving satisfaction. Responses were registered electronically and are included on the attached document. *Attachment*



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Library External Review Team Report

Prof. Paul Iversen, chair of FSCUL, presented the findings of the Library External Review Team report. The team consisted of 5 senior research library leaders who came to CWRU for approximately 2 ½ days in May of 2018. 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 implement regular increases in KSL content funding and to make other related recommendations. FSCUL will work with all libraries to raise their visibility and to recognize the contributions they have made in advancing the quality of research and learning at CWRU. Prof. Iversen noted recent efforts made by the University Librarian resulting in higher international rankings. *Attachment*

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 could not be admitted from the waitlist 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 which was intended to discourage less serious applicants, yet applications 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. There are ongoing discussions about how to house the larger classes of students. *Attachment*

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 work needs to be done to clarify roles. Engagement between navigators and students has increased over the semester. The largest group of students engaging with navigators are freshmen because there hasn't yet been a call to action to upper-class students. Second-year students will be contacted this week.



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The Office of Student Advancement would like to continue engaging with faculty regarding the faculty advisor/navigator relationship. They would also like learn more about expected outcomes. A senator asked about the number of students per navigator. Twelve navigators spend 100% of their time with students and each has 375 students (90 first-year students).

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. *Attachment*

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 during the transition including delayed communication to employees, a slower than expected information transfer from CVS, and poor service at Direct Scripts. HR staff is personally intervening on behalf of many employees and is in daily communication with MedImpact and Direct Scripts. Savings to the university has not been as significant as originally expected and HR is in the process of evaluating 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. A senator recommended returning to CVS. Carolyn Gregory recommended that individual problems should be referred to her office. Senators complimented Amy Sheldon in HR for all of her assistance.

The formal portion of the meeting was adjourned at 5:25pm.

New Senator Welcome

Profs. Beall and Miller spoke with new senators about the Faculty Senate process.