

**Faculty Senate Executive Committee
Minutes of the April 18th, 2019 Meeting
Adelbert Hall, Room M2**

Committee Members in Attendance

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

Senate Standing Committee Chairs:

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

Absent:

Aaron Perzanowski, LAW
Simon Peck, WSOM

Guests:

Venkataramanan Balakrishnan
Cheryl Thompson
Kurt Koenigsberger
Andrew Pollis
Marie McCausland
Brendan Barton
Pedram Mohseni
James McGuffin-Cawley
Jing Li

Call to Order

Professor Cynthia Beall, chair, Faculty Senate, called the meeting to order at 9:30 a.m.

Approval of Minutes

The minutes of the March 18, 2019 meeting of the Faculty Senate Executive Committee were reviewed and approved. *Attachment*

President's Announcements

The President announced an agreement with the Music School Settlement to reserve 35 of its early childhood program slots for children of CWRU students, faculty and staff. The university will cover the registration fee for each family. This is the first step in a collaboration between the two organizations, and they will continue to explore other opportunities.

The President also announced that as of July 1, 2019, the university's Pharmacy Benefit Manager, Direct Scripts, will no longer be associated with MedImpact. Since the university's contract is with MedImpact, employee prescriptions will be filled through MedImpact and not Direct Scripts after July 1. The cost will be the same for mail order prescriptions. Employees may obtain their maintenance medications through local pharmacies, however, the co-pay will be higher. A member of the Executive Committee mentioned that Direct Scripts was never able to ship temperature-controlled medications and wondered whether this would be possible through MedImpact. The President said that Vice President of Human Resources, Carolyn Gregory, would be available to take questions later in the meeting.

Provost's Announcements

The Provost said that the Think Big strategic planning process is entering the writing and drafting phase. The Provost invited all committee members and their colleagues to attend the Seed Sprints report out on May 3rd, from 9am-12pm in the Tinkham Veale University Center. After that meeting, the Thinkers will begin drafting the plan document which they expect to complete by early June.

The Provost said that the Tenure Discussion led by members of the Emeriti Academy was a constructive conversation. The Provost reassured the Executive Committee that there had been no other motive for holding the discussion group than the sharing of views and ideas.

A committee member asked about the search for a new College of Arts and Sciences Dean. The Provost said the search committee is being established after which they will decide on the search firm. The process will continue into the fall and the Provost anticipates that a new dean will start in January of 2020.

Chair's Announcements

Prof. Beall reported that Professor Joachim Voss, SON, was elected vice chair of the Faculty Senate for the 2019-2020 academic year. Prof. Beall thanked all standing committee chairs for their work during the academic year.

The Executive Committee discussed whether to open the April 29th Faculty Senate meeting to the campus community. The Committee agreed that it should be open to all faculty members. This will help generate interest in the Senate process and standing committees.

Case School of Engineering: Rename of the Department of Electrical Engineering and Computer Science (EECS) to the Department of Electrical, Computer, and Systems Engineering and Creation of a Department of Computer and Data Science

Professor Venkataramanan Balakrishnan, Dean of the Case School of Engineering, presented a proposal to split the EECS department into two departments. EECS would be renamed the Department of Electrical, Computer and Systems Engineering, and a new Computer and Data Science Department would be created. Dean Balakrishnan said that this is a time of great interest and excitement in computer and data sciences. Student interest has increased dramatically and there is greater demand for more faculty. Creation of a new department would give this area of study much greater visibility. The proposal was discussed with the President and Provost in 2018 to make sure there was support, and it was approved by the EECS faculty and by a majority of all CSE faculty this year. The Executive Committee voted to include the proposal on the Faculty Senate meeting agenda. *Attachment*

Doctor of Physical Therapy

Cheryl Thompson, Assistant Dean of Education Initiatives, Office of Graduate Education (SOM), presented a preliminary proposal for a Doctor of Physical Therapy. The proposal will be modified as needed and approved by the Commission on Accreditation for Physical Therapy Education (CAPTE) once university and state approvals have been obtained. The plans are to hire a Program Director and secure state approval by fall of 2019. Application for CAPTE accreditation can be made 21 months after the hiring of a Program Director.

This is a 3-year program that will result in a clinical doctorate. The program will be part of the Division of General Medical Sciences in the Center for Medical Education. Dean Thompson reported that with the aging population, there is a significant demand for trained therapists and that there are many faculty at CWRU qualified to teach in this program. There has been support for the program within the university community and the affiliated hospitals.

A Committee member asked about the required course prerequisites. It could be difficult for CWRU students to fit the courses into their schedules. Dean Thompson said this may be an accreditation requirement but will check on it to be sure. A Committee member asked about the requirement that students complete at least 50 volunteer hours in two different physical therapy settings before they apply to the program. Some students may not be able to afford this and would be at a disadvantage. A suggestion was made that students receive credit for the hours.

The Executive Committee voted to include the proposal on the agenda for the Faculty Senate meeting. *Attachment*

Executive Committee Representative Report (SODM)

Professor Mark Hans, SODM, reported on matters from the School of Dental Medicine. Prof. Hans said that dental medicine attracts independent and entrepreneurial students most of whom will work in private dental practices. The number of minority applicants and

matriculants has increased. The new dental clinic will benefit faculty, students and the entire Cleveland community.

Prof. Hans reported that 14 faculty from the SODM have left the university in the last 4-5 yrs and have not been replaced. It can be difficult to find dental medicine researchers since most become practitioners.

Prof. Hans said that the SODM will be represented on the Faculty Senate ad hoc HEC Committee to be discussed in this meeting. They look forward to collaborating with other faculty on the committee.

Executive Committee Representative Report (SOM)

Professor Danny Manor, SOM, reported that faculty have been working on governance structures within the school to make sure that all faculty constituents at affiliated institutions are fairly represented. They are also reviewing how different SOM faculty groups are counted for purposes such as the Faculty Climate Survey. *Attachment*

Proposal from the SOM to Eliminate the Addendum to the Faculty Climate Survey Prepared by the Office of Institutional Research

Prof. Manor requested that the Executive Committee consider eliminating the addendum to the 2018 Faculty Climate Survey that was requested by the Faculty Senate last fall and created by the Office of Institutional Research. The request was to separate out responses from basic science faculty from those of clinical faculty in basic science areas of the affiliated hospitals. Prof. Manor said that in the process of preparing the addendum, some clinical faculty were dropped. Also, since the lines between basic and clinical sciences are beginning to blur, it would be best to eliminate the addendum all together. After discussion, the Executive Committee voted to maintain the addendum, to add the clinical faculty that were dropped, and to clearly indicate the different categories of faculty responses.

Reconsideration of Faculty Senate Statement on Online Undergraduate Courses

Professor Kurt Koenigsberger, CAS, presented a request from the Online Learning Advisory Committee pertaining to the Faculty Senate's position on online undergraduate courses. The committee was tasked with gathering information and making recommendations regarding this issue. In the spring of 2017 the Faculty Senate endorsed a proposal from the Senate Committee on Undergraduate Education which proposed to maintain the policy of not allowing undergraduate courses to be taught in a completely online format during the regular academic year. The members of the Online Learning Advisory Committee found that there is a great deal of interest in online undergraduate courses, and requested that the Senate work with the Committee to develop controls for undergraduate online learning instead of prohibiting it. Professor Steven Eppell, chair of FSCUE, pointed out that the proposal endorsed by the Senate was not a prohibition and read a statement from Dean Jeffrey Wolcowitz explaining the rationale behind the policy. The Executive Committee voted to return this matter to FSCUE and agreed that Prof. Koenigsberger should meet with Prof. Eppell and Dean Wolcowitz to begin the discussion. *Attachment*

Proposal from the School of Law Faculty Regarding Pharmacy Benefit Manager

Carolyn Gregory, Vice President of Human Resources, presented information on the change in the university's Pharmacy Benefit Manager (PBM). She recently learned that Direct Scripts will no longer be affiliated with MedImpact. Since the university's contract is with MedImpact, after July 1, prescriptions will be filled by MedImpact. The university has an option to cancel its contract within 90 days. Many employees had issues with Direct Scripts, but some also had problems with MedImpact. A Committee member brought up the issue about temperature-controlled medications and Ms. Gregory said that she believes MedImpact would be able to fill these prescriptions. Ms. Gregory said that some prescriptions will be able to be transferred directly from Direct Scripts to MedImpact but others will not.

Prof. Andrew Pollis, LAW, presented a resolution of no confidence in both Direct Scripts and MedImpact from the faculty of the Law School. While most employee issues were with Direct Scripts, the faculty have lost confidence in MedImpact also because of their decision to contract with Direct Scripts. Ms. Gregory said that while the university must transition to working with MedImpact on July 1, they have not yet decided whether to continue with the company. The Executive Committee voted to include the resolution of no confidence on the Faculty Senate agenda. *Attachment*

Graduate Studies Committee: Proposed Revisions to Committee Membership

Prof. Beall presented a proposal from the Graduate Studies Committee (on behalf of Professor Janet McGrath, chair, who was unable to attend the meeting) to change its membership. The proposal is for the membership to include one voting member elected by each constituent faculty Graduate Committee (or its equivalent) from among its members for a term of not less than two years, and three members of the University Faculty at-large, at least one of whom must be an elected member of the Faculty Senate. The membership structure is similar to those of the Senate Finance Committee and the Senate Committee on Undergraduate Education. The Executive Committee voted to forward the proposal to the Senate By-Laws Committee for consideration. *Attachment*

Committee on Women Faculty: Resolution to Increase Post-Doc Parental Leave to Eight Weeks

Marie McCausland, postdoctoral fellow and guest on the Women Faculty Committee, presented a resolution from the Committee to increase paid parental leave for eligible post-doctoral scholars and fellows from 6 to 8 weeks. The Committee recommended that the Senate Executive Committee propose a study of this issue through the Faculty Senate. Professor Glenn Starkman, chair of the Faculty Budget Priorities Subcommittee and the Senate Finance Committee, said that the Subcommittee reviewed the proposal and while it did not take a position on the substance of the proposal, it was concerned that departments would be asked to cover the costs. The President said that costs should be covered through the benefits pool. She also said that if the proposal is approved, parental leave would have to be increased for staff also. Prof. Starkman suggested that a university committee study this issue rather than the Faculty Senate. The President said that her office will work with the Senate Committees on

Finance, Women Faculty and Research on this request. The Executive Committee voted to remove the item from the Faculty Senate agenda. *Attachment*

Approval of Faculty Member to Serve on Conflict of Interest Committee

Prof. Beall said that the Faculty Handbook requires that one of the faculty members on the university's Conflict of Interest Committee be appointed by the Faculty Senate Executive Committee. Professor Sudha Iyengar, SOM, the previous appointee, is stepping down and Professor Jerry Mahoney, MSASS, has agreed to serve. The Senate Executive Committee voted to appoint Prof. Mahoney to the Conflict of Interest Committee.

Faculty Budget Priorities Subcommittee Report

Prof. Starkman, chair of the Senate Finance Committee, reported that the Subcommittee met with the administration to discuss the capital budget. There was discussion and consensus about the need for a strategic capital plan to support the assorted strategic plans of the university and the units. The Subcommittee is looking to meet with all appropriate parties to discuss how the budget can be built strategically, but to date has been unsuccessful in scheduling a meeting.

Prof. Starkman also reported on changes in budgetary practices on which neither the Subcommittee nor the Finance Committee were consulted. The first is a proposed additional 3% tax on the revenue of the housing and dining auxiliaries, the proceeds of which would be transferred to a strategic fund for investment by the Provost in initiatives related to undergraduates. The Finance Committee is supportive of this plan.

The second is a proposal that the unexpended tuition contingency cease to fall to the bottom line of the undergraduate units at the end of the fiscal year, and instead be made available to the Provost as an undesignated strategic fund. Prof. Starkman said that it would not be appropriate for these funds to be used for anything other than undergraduate education and that the Finance committee would be discussing this at its May meeting. *Attachment*

Proposed Senate Ad Hoc Committee for Interprofessional Education

Prof. Beall said that several faculty in the health sciences proposed that the Senate Executive Committee create an ad hoc committee consisting of faculty who will be moving to the Health Education Campus. The purpose of the Committee would be to aid faculty as they transition to the new space and to sustain collaborative utilization of the Health Education Campus and Dental Clinic.

Professor David Miller, vice chair of the Senate, suggested that the discussion and possible creation of an ad hoc committee be postponed to the fall since it is the end of the spring semester. He also expressed his opinion that it should not be a committee of the Faculty Senate. A committee member suggested the committee be named the ad hoc Committee on the HEC rather than a Committee for Interprofessional Education since it is not proposed to be a committee dealing with curricular issues. The Executive Committee voted to approve creation of an ad Hoc Committee on the HEC by a vote of 4 in favor and 3 opposed. Prof. Beall said that

she would revise the draft charge and appoint the committee members, one of whom will be a faculty member from MSASS since MSASS will be involved in interprofessional education at the HEC. *Attachment*

Approval of Faculty Senate Standing Committee Chairs for Academic Year 2019-2020

The Executive Committee voted to approve the slate of standing committee chairs for academic year 2019-2020. *Attachment*

By-Laws Committee: Memo on Anchoring Constitutive Policies in Chapter 2 of the Faculty Handbook

This agenda item was postponed until the fall of 2019 for consideration.

By-Laws Committee: Proposed Revisions to Faculty Meetings Provision of the Faculty Handbook

This agenda item was postponed until the fall of 2019 for consideration.

Committee on Faculty Personnel: Proposed Revisions to Pre-Tenure Extension Policy

Professor Christine Cano, chair of the Faculty Personnel Committee, presented proposed revisions to the pre-tenure extension policy of the Faculty Handbook. The Faculty Handbook specifies that requests for extension can be made for personal and professional reasons, but the procedure for the request is the same. A faculty member requesting a pre-tenure extension because of serious illness, for example, would have to submit the request to his or her tenured colleagues as part of the approval procedure. This could pose issues in terms of privacy and potential bias. The Committee on Faculty Personnel is proposing that the procedures for requesting an extension be different in personal circumstances, and that the request be made directly to the Office of the Provost bypassing the other steps currently required. The Executive Committee voted to forward the proposed revisions to the Senate By-Laws Committee for review. *Attachment*

Graduate Student Council: Proposed Revisions to Guidebook for Mentors and Mentees

Brendan Barton, Graduate Student Council Vice President for Academic Affairs, presented proposed revisions to the Guidebook for Mentors and Mentees. The Guidebook was revised extensively by graduate students and faculty reviewers over a two-year period. A member of the Senate Executive Committee expressed concern that faculty reviewers had never served as mentors. Another Committee member said that if further changes are considered in the future, it would be beneficial to consult with CAS faculty from several different departments. The Executive Committee voted to include the Guidebook on the agenda for the Faculty Senate meeting. *Attachment*

Graduate Studies Committee: Graduate and Professional Education Data Initiative

Prof. Beall presented the report on the Graduate and Professional Education Data Initiative. The report included information on the type of data maintained by the graduate and

professional schools as well as recommendations on next steps for collecting the data.
Attachment

Approval of Faculty Senate Agenda

The Executive Committee approved the agenda for the April 29th Faculty Senate meeting with several changes. *Attachment*

The meeting was adjourned at 12:45p.m.