

Faculty Council's Ad Hoc Committee on Faculty-Administration Interactions, Co-Governance and Engagement: "FACE"

Approved by Faculty Council September 18, 2023

In response to outcomes from the last in 2 surveys of faculty morale compared to the other 7 schools at CWRU and other universities. A Dean's "Climate survey task-force" was formed in 2012 (chaired by Alan Levine) and made recommendations to Dean Davis. Recent (2022) Gallop engagement poll had CWRU falling behind other universities in terms of faculty morale and engagement. A university 'engagement' committee with administrators and only initially one faculty member was formed. The Faculty Senate recommended to modify the composition to include faculty – SOM representative is Craig Hodges.

The Faculty Senate Well-Being Committee has been formed, and the Faculty Senate Co-Governance committee will go out to schools to report and refine recommendations. However, the recommendations of these committees will not address the unique needs of SOM faculty or consider how faculty interactions with our affiliates can be improved.

Charge

- Explore options on how to better engage faculty in meaningful service and leadership. What are the strengths of the faculty in different settings?
- Suggest mechanisms for better faculty-administration interactions and a sense of SOM co-governance, each side contributing their respective strengths.
- Identify specific issues in which faculty could have "at-the table" decision input at SOM and affiliates.
- How could these activities become more recognized by leadership, incl. hospital dept. chairs and higher-up leadership? Can we identify/request resources esp. at the Affiliates to aid faculty organization and input into issues?
- Work closely with SOM's representative(s) on Senate Faculty Well Being committee (Alan Levine), Senate ad hoc Co-Governance Committee (Danny Manor), Gallop Poll/Faculty Engagement Committee (Craig Hodges).
- Duration of this committee will be two years.

Membership and Size of the Committee

This committee will consist of up to three basic science faculty and up to three clinical science faculty from CCLCM, MHMC, UH or VA. It will include more than three faculty who are in close contact with administration: Faculty Council Chair or Chair-elect; Nicole Deming, Assistant Dean for Faculty Affairs and Craig Hodges, Member of the University Engagement Committee.

Time Commitment and Resources Deliverables

The committee will meet monthly with additional meetings held as necessary. The committee will suggest improvements for greater efficiency and effectiveness. Meeting minutes will be taken and interim written reports shall be provided at the end of each semester. There will be an end or beginning semester report to the Faculty Council Steering Committee and Faculty Council. The final report, with suggestions for implementation, will be presented to Faculty Council by June 2025.