

CASE WESTERN RESERVE UNIVERSITY
Faculty Senate
Executive Committee
Minutes of the Meeting of October 12, 2004, 10:30 a.m.
Dively Building Board Room

Committee members in attendance

John Anderson	George Kikano
Bo Carlsson	Elisabeth Köll
Kathleen Farkas	David Matthiesen
Lynne Ford	John Orlock
Susan Hinze	David Singer
Edward Hundert	E. Ronald Wright

Also in attendance

Arthur Huckelbridge, Chair, Faculty Personnel Committee
Elizabeth Madigan, Chair, Information Resources Committee
Georgia Narsavage, Chair, By-Laws Committee
Theresa Pretlow, Chair, Faculty Compensation Committee
Gerald Saidel, Member, Research Committee
Paul Salipante, Chair, University Libraries Committee

The meeting was called to order at 10:30 a.m. by Professor Bo Carlsson, Chair of the Faculty Senate.

Professor David Singer agreed to give the report of the Executive Committee at the next Faculty Senate meeting on October 27th.

The usual order of the agenda was modified due to the time constraints of some of those reporting.

Report of the By-Laws Committee

The chair, Dr. Georgia Narsavage, outlined changes and additions made to the by-laws of MSASS in order to be in compliance with changes made to the Faculty Handbook in April of 2003. These have been reviewed in depth by the committee and the University Office of Counsel and are now ready to be brought forward for approval. Following a question on the length of appointment for special faculty, which will be by annual letter of appointment, the MOTION to place this on the agenda for the Faculty Senate was approved unanimously.

Report of the Research Committee

Professor Gerald Saidel was representing the chair of the committee in presenting a draft of a University Policy and Guidelines on Authorship and he outlined the background and rationale for developing this policy and guidelines. The University Office of Counsel had several questions and suggestions which had only been received late the day before so, along with suggestions made by this Executive Committee, the policy is being returned to committee.

Approval of Minutes

The minutes of the Faculty Senate Executive Committee meeting of September 17, 2004 were approved as distributed.

President's Announcements

Dr. Edward M. Hundert commented on the highly successful concert by our music students in Severance Hall, and said that new relationships, such as that with the Cleveland Orchestra's Musical Arts Association and Severance Hall in bringing faculty and staff to the Case Club in Severance Hall, were proving to be well received by all parties. The president also thanked all for their hard work on the vice presidential debate, saying that it had exceeded all expectations. One hundred of our students were in the actual debate hall and an additional 350 worked on various aspects of the event. He noted many examples of positive experiences on

campus and in the community, and these were echoed with further examples from several faculty members present.

Provost's Announcements

Provost John Anderson said he hoped to soon announce the name of the new dean for Graduate Studies which is to be a half-time appointment.

He plans to start a dialogue on undergraduate enrollment issues, at the upcoming UUF Annual Faculty Meeting and at the Board of Trustees meeting, both later this week. He said he does not have answers but has a few ideas he would like to discuss with faculty. A strategic academic planning process is underway - a SWOT analysis, standing for strength, weaknesses, opportunity and threats. The enrollment issue is with the four schools with significant undergraduate populations.

Chair's Announcements

Professor Bo Carlsson will soon announce the formation of an ad hoc committee for faculty surveys which Professor Mohan Reddy has agreed to chair. The main concern will be how to approach faculty surveys. He urged attendance at the important UUF faculty meeting on Thursday, and mentioned a planned tour of the new North Campus Residential Village construction site at the end of this meeting for anyone interested.

Faculty Retirement Option

Provost Anderson presented a discussion draft and executive summary of a plan to provide a retirement option for eligible tenured faculty in order to facilitate allocation of resources in accord with the university's vision, strategic planning goals, changes in student enrollment, and other changing financial needs. He noted that it is desirable to have some degree of turnover in order to be able to bring in new faculty too. There were a number of questions, especially about the need to define "base salary"; some faculty are on nine-month contracts and others, 12-month contracts. It is also not clear how this would apply to those who take the current 50% option of teaching half-time for three years after which they must fully retire.

This information is to be passed on to the Personnel Committee for further consideration and recommendation which the provost hopes will come quite soon so those eligible could be notified. It was also noted that this could only be offered in a year in which an individual school could fund the option.

Joint Faculty Appointments

Again, Dr. Anderson took the lead in presenting the issues for discussion of a request from the deans of the School of Dental Medicine and the Case School of Engineering to consider a change to the Faculty Handbook to permit true joint appointments of faculty to two departments within one school or in two schools, in which case tenure would be in both schools with responsibilities to both schools as well. Teaching assignments would be 50/50, with graduate students and space assignments possibly in both. Dr. Anderson said that the key reason for considering such an arrangement would be when the expertise does not align directly in the traditional departmental structure and he mentioned the several benefits possible in interdisciplinary research and education. A few concerns were expressed around tenure decisions to which Dr. Anderson replied that good leadership from the dean or deans could resolve those concerns. The details of this issue were also given to the Personnel Committee for discussion and a future report back.

Provost's Sign-off on Summer Compensation

With little discussion, this request from Provost Anderson was given to the By-Laws Committee to recommend a change in the language in the Faculty Handbook, Chapter 3, Part Two, III., B, giving authority to the deans for final approval of this added compensation rather than having it be with the provost.

Request by the FPB School of Nursing for an Exemption on Proportion of Faculty on Tenure Track

Dr. Georgia Narsavage, speaking for Dean May Wykle, modified the request to state that it be for up to 52% of the faculty in the non-tenure track for a two-year period, to allow the school time to prepare their needed new faculty at the doctoral level, at which time it will be allowed to expire. With this specification likely to take care of any anticipated objections, this request was approved for the agenda of the next Faculty Senate meeting.

Faculty Diversity Officer: Request for Membership on the Faculty Personnel Committee

Discussion of this agenda item was postponed for consideration at the next meeting: Faculty Diversity Officer's request to be added to the membership of the Faculty Personnel Committee as stated in the Faculty Senate's By-laws.

Change of Degree Name to Master of Science in Positive Organization Change and Development (MPOD)

The request for this item to be included on the agenda for the October 27th Faculty Senate meeting is conditional, based on a positive recommendation from the Graduate Studies Committee who will be meeting on October 13th.

Approval of Agenda for Faculty Senate Meeting

The agenda, as amended, was approved for the Faculty senate meeting of October 27, 2004.

The meeting adjourned at 12 o'clock noon, and interested parties were led on a short tour of the new residence halls construction on the North Campus by Lisa Marsalek, Associate Director for Residence Life.

Lynne E. Ford
Secretary of the Faculty Senate