

CASE WESTERN RESERVE UNIVERSITY
Faculty Senate Executive Committee
Minutes of the Meeting of November 4, 2004, 3:00 – 4:30 p.m.
Adelbert Hall Room 352

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 3:05 p.m. by Professor Bo Carlsson, Chair of the Faculty Senate.

Professor David Matthiesen agreed to give the Executive Committee report at the Senate meeting on November 18.

Approval of Minutes

The minutes of the last meeting on October 12 were approved as distributed.

President's Announcements

Dr. Edward M. Hundert noted that with the arrival of the dean for the Westhead School of Management, Dr. Myron Roomkin, deans for all school are now on campus.

There were several comments and a question about proposed faculty retirement benefits. The president suggested that Mr. Tony Kinslow be invited to a future Executive Committee meeting or Senate meeting to answer questions on the retirement proposal. A comment was made that some faculty still feel insufficiently knowledgeable about the budget operation and suggested additional vehicles to promote deeper understanding of the university budget. Several persons expressed appreciation for the timely memo from Dr. Hundert on the university's plans to continue to offer health care benefits to domestic partners as we have been doing for several years.

Provost's Announcements

Dr. John Anderson said he would like to plan for some social interactions—there will be a holiday reception on December 17 for all the campus from 3 to 7 p.m. in Adelbert Hall, starting a new tradition. He feels that the faculty reception in the big tent on Freiburger Field early in the Fall was successful and should become an annual event. He asked for opinions on a sample draft survey for finding out which type of social events would be most appreciated by faculty and staff.

Chair's Announcements

Chair Carlsson had no announcements.

Faculty Retirement Option

Provost Anderson distributed an executive summary of a proposed faculty retirement option which the university hopes to make available to eligible faculty for July 1, 2005. He has

already discussed various questions with the Faculty Compensation and Faculty Personnel committees and is hopeful of getting this information out prior to the Thanksgiving holiday. As this proposal has been briefly discussed at the previous Faculty Senate meeting, Dr. Anderson was able to respond to several questions: a person may still be paid as a principal investigator after retiring; a person who has already gone to half-time is still eligible to participate; those on a phased, three-year retirement would not be able to participate in this program too. He said that all deans have accepted this proposal for the coming year; thereafter, availability will have to be assessed year by year.

Several suggested changes in wording were that a faculty member "must be in good standing," that age eligibility should be clarified with "age as of ..." and that "health benefits" needed to be clarified.

Dr. Anderson said that the final form of the executive summary will be sent to all tenured and tenure-track faculty members, and the full package will be sent to those eligible.

Request by Faculty Diversity Officer to Membership On the Faculty Personnel Committee

Faculty Senate Chair Carlsson proposed that this request be sent to the By-Laws Committee for review and recommendation.

Professor David Singer pointed to several places in the Faculty Handbook where references are no longer accurate and that several points in this request should be clarified. It was recommended to the By-Laws Committee that they consult with the university counsel on these several points and return with a recommendation on whether to propose a by-laws change to accommodate the request from Professor Beth McGee.

Report of the Budget Committee

Committee chair, Professor Glenn Starkman, reported that the committee had met twice with Provost Anderson and personnel from the University Budget and Planning Office. Though things are looking pretty good across the board, there are a few areas the committee has noted: undergraduate tuition; earlier and better communication between administrative offices on the budgets; long-term planning on appropriate student body size, underutilized capacity, and targeted enrollments; future undergraduate tuition increases; size of the endowment; and strategic planning.

Professor Carlsson expressed appreciation to the committee for its work. Provost Anderson noted that we now have a better reporting process.

Report of the Compensation Committee

Professor Theresa Pretlow, chairing the committee this semester, reported that this committee had also met twice to address issues of

1. Long-term health insurance coverage
2. School of Medicine and Case School of Engineering's incentive salary plan
3. Faculty salaries, relative to the resolution of Spring 2003
4. Meeting with the University Fringe Benefits Committee regarding a 3-year Benelect package plan. There have been several changes: new vision plan, an additional dental plan, review of life insurance coverage, limitation to a single degree in the tuition waiver, and a change in health plan offering when both husband and wife are employed.

There was a question on limitations on disability coverage for SOM faculty seeing patients in University Hospitals.

There was some discussion on any progress toward raising faculty salaries as presented in Spring of 2003, and Provost Anderson assured his interest in reviewing and further reporting on this.

Reconstitution of the Minority Affairs Committee

Chair Alice Bach has requested revising the membership of this committee so as to more easily address faculty issues. She stated that her concern that staff and student representation not be abandoned but be directed to another forum. The proposal as submitted is to be sent to the By-Laws Committee for their review and modification to the by-laws.

The Nominating Committee offered assistance in identifying new faculty members. As an interim measure, it was suggested that the committee chair state that the agenda is to address faculty issues, as appropriate to a Faculty Senate standing committee.

Ad hoc Committee on Faculty Surveys

Chair Carlsson said he wishes to appoint an ad hoc committee of five or six faculty members who will review and advise on the type, purpose, and value of faculty surveys. It was suggested that a proposed charge and membership be brought forward at the next opportunity.

The meeting adjourned at 4:55 p.m.

Lynne E. Ford
Secretary of the Faculty