

CASE WESTERN RESERVE UNIVERSITY

Faculty Senate

Meeting of March 27, 2007, 3:30 - 5:30 p.m.

Toepfer Room, Adelbert Hall

Minutes

Members Attending

Daniel Akerib

James Alexander

Jeffrey Alexander

Christine Cano

Joseph Carter

Barbara Daly

Gregory Eastwood

Dustin Fisher

Lynne Ford

Thomas Frank

Paul Gerhart

Marion Good

Julia Grant

Katherine Hessler

Kathleen Kash

Elisabeth Koll

Joseph Koonce

Uziel Landau

Edith Lerner

Jacqueline Lipton

Kenneth Loparo

Sana Loue

Carol Musil

Sena Narendran

Eric Neilsen

John Orlock

Sandra Russ

Paul Salipante

Glenn Starkman

Phillip Taylor

Aloen Townsend

E. Ronald Wright

Others Present

Robin Dubin

Donald Feke

Kimyette Finley

Grover C. Gilmore

Kathryn Karipides

Ronald Occhionero

Timothy Peshek

Timothy Robson

Lynn Singer

Colleen Trembl

Jeffrey Wolcowitz

Professor James Alexander, Chair of the Faculty Senate, called the meeting to order at 3:35 p.m.

Approval of Minutes

The minutes of the previous Faculty Senate meeting on February 26, 2007 were not ready for approved. All were reminded to sign in as a way of accurately recording attendance.

President's Announcements

Dr. Eastwood noted that the transition to the new president, Barbara Synder, is going smoothly; she was here a week ago, is in frequent communication and is well informed on our issues. He invited constituent representatives to communicate with him for her. Until July 1, she is not making decisions but is interested in the issues.

Development of the FY 08 budget: urged people to "celebrate" the vitality of this university, the fact that our students are happy, and that we are recovering from financial distress, and he noted that a small continuing deficit will not be a failure.

Commencement in seven weeks is time for the community to come together in support the graduates by attending. University Marshal Robin Dubin is asking for volunteers to serve as marshals.

Provost's Announcements

Deputy Provost Lynn Singer and Vice Provost Donald Feke made the announcements for

Provost John Anderson.

- Enrollment is steady with last year and we currently have 181 deposits-approximately 12% of the target of enrolling 1050 undergraduate students.
- Search for the Vice President for Enrollment - a search firm has been employed, the applicant pool is strong, and we expect candidates to be interviewed after recruitment is over with a target to have the next vice president here by September.
- Gala - the first spring gala has 250 persons registered and raised \$11,500 for scholarships.
- National Research Council survey has had an excellent participation rate; Arts and Sciences had 100% participation.

Report of the Secretary of the Corporation

Colleen Treml reported by Jeanine Arden Ornt on the meeting of the Board of Trustees on February 23 and 24. At that time new trustees were elected, approval was given for the new Department of Plastic Surgery, as was the policy on fellowship courses for Graduate Studies students, both these latter two items were approved by the Senate. The trustees also discussed the search for a dean of the School of Medicine, branding, and several capital projects. The Faculty Senate chair addressed the Board on the topics of a child care center, linkage of tenure and salary, and recommendations from the Budget Committee. Ms. Treml also reported on the March 14th Board of Trustees Executive Committee meeting at which time the B.S. in Systems Biology was approved, and a change in the vesting policy for School of Medicine transitions to University Hospitals.

Chair's Announcements

James Alexander noted that there was one Senate meeting remaining on the calendar in April and that it would be a full business meeting with at least six motions anticipated.

Report of the Executive Committee

Professor Ronald Wright reported for the Executive Committee.

- The EC approved a name change for the undergraduate degree Bachelor of Arts in Religious Studies, explaining that last year the department's name was changed and the degree name change follows the department in this case.
- Privilege of attendance at Senate meetings for the Staff Advisory Council chair is a motion on this agenda.
- The Faculty Personnel Committee has been discussing a Conflict of Commitment policy which they hope to bring to the next Senate meeting. That committee was also charged with a review of the University Hospitals new handbook which is incomplete and unavailable at this time; those discussions continue with the School of Medicine's Faculty Council joining the EC for some discussion.
- The Research Committee is working on an Openness of Research policy to be brought forward at a later date.
- Revisions to the Budget Committee's membership is a later motion on this agenda. Also discussed by the Budget Committee is the fact that items with potential for significant budgetary impact have been approved without consulting with this committee as called for in the Faculty Handbook. Such consultation will take place from now on.

- Minority Affairs Committee will continue discussion today of topics before that committee.
- Nominating Committee is asking that constituent faculties hold elections for their senators earlier so all eligible persons can be considered for committee positions. Some terms on some standing committees are being extended by a year so as to balance members ending term, this is especially so with the Minority Affairs Committee all of whose terms were to end in 2008.

Report of the By-Laws Committee on Budget Committee Membership

Chair Christine Cano read the motion regarding new language for the Faculty Handbook on Membership for the Senate Budget Committee in Chapter 2, Article VI, Sec. C. Par. 1 and the proposed addition to Article VII, Sec. A., Par. 5. regarding each constituent faculty having a budget committee. After brief discussion and a question by President Eastwood on whether ex officio members are voting members (not discussed in either committee), the MOTION WAS APPROVED, with notation that it must next be voted on by the full university faculty.

Privilege of Attendance Motion for SAC Representative

With brief discussion on why this was not a motion for voting privileges in Senate, and confirmation that any Senate representative would be welcome at Staff Advisory Council meetings, the MOTION TO APPROVE PRIVILEGE OF ATTENDANCE pass unanimously, effective as of this meeting. [Changes to the Constitution, Chapter 2 of the Faculty Handbook, are to be approved by a vote of the university faculty.]

Report of the Nominating Committee and Call for Any Additional Nominations

Nominating Committee member Robin Dubin asked for any nominations from the floor or to the secretary for service on Faculty Senate standing committees. She also explained the upcoming voting procedures.

Annual Affirmative Action Report

Deputy Provost Lynn Singer was prepared to discuss and to respond to questions on the report prepared by the Faculty Diversity Officer Professor Beth McGee who is on sabbatical leave. Dr. Singer noted that the university is holding steady but has not made any great leaps forward on improving our statistics. Arts and Sciences and Engineering have registered some gains in women and minorities, while Weatherhead has lost its only African American faculty member. A number of policies have come through the Senate and been institutionalized this past year, as well as the efforts of the ACES grant. Applicant pools should be representative of the available people in a field; exit interviews and salary equity studies have been reviewed; the Women's Center received a naming gift from the Flora Stone Mather Alumnae Association. One of our soft spots is the low number of women serving as department chairs. Asked about diversity initiatives, Dr. Singer reports that we have continued with funding for strategic hiring of minorities, programs such as the Fisk University exchange, CLIPS, and are gathering climate survey information. The diversity plans by deans have not been moving ahead as fast as desirable; don't know about curricular initiatives which students have asked for.

There was a request to use the terminology "ethnic differences" rather than "racial differences" in reporting. We are urged to compare ourselves with other universities, primarily state institutions, with better statistics. We are at a disadvantage on grant applications too. These

are reasons to further support the initiative for a quality child care facility.

Discussion on Recommendations from the Minority Affairs Committee

Professor and chair Sana Loue has returned with three proposals, refined after the last meeting's discussions, to gather additional information before presenting policy proposals. There was a half hour of additional discussions on the university's non-discrimination statement, a proposal for a vice president for diversity, and modifications to the sexual harassment policies without record of the discussions.

Report of the Committee on Research and from the Research Council

Chair Carol Musil called attention to the report attached to the agenda and, in particular, the discussion the committee has had on an Openness of Research Policy proposal. All schools have been invited to comment, with the expectation that a motion will come to the Senate in the fall on this item.

As she is charged to also report to the Senate on the Research Council, minutes of their recent meeting are also attached. The provost has mentioned the possibility of one or two new staff positions.

Report of the Faculty Compensation Committee

Chair Ken Loparo said the committee had been busy this year and worked with the University Fringe Benefits Committee on replacing QualChoice as one of the health plans available to the university community. Anthem was selected and most seem pleased. He noted their other responsibilities to look at faculty salaries and fringe benefits, noting the Mercer Study report. He said there are issues of salary compression and he predicts that faculty salaries will be a high priority over the next few years. The committee's report notes that Case Western Reserve's [faculty] Retirement Benefits are among the best in higher education. Health and Welfare is the second largest component of the total fringe expenditures and one that has experiences the greatest cost increases in recent years. We have been able to curb the increases to below the national average. The report further states that Tuition Benefits are one of our best retention tools. The report also contains a Faculty Salary Analysis using data from the AAUP and the AAU surveys.

There was a question on the data provided in Table 1. for average salary.

There was no New Business, and the Chair's Announcement was only acknowledgment of the Phi Beta Kappa Scholar public lecture on April 5th at 10:30 a.m. in Nord Hall. A member noted the recent passing of Bernard Landau, a faculty member in the School of Medicine. We will acknowledge this at the Annual Faculty Meeting.

The meeting was adjourned.

Lynne E. Ford
Secretary of the Faculty Senate