



CASE WESTERN RESERVE UNIVERSITY  
Faculty Senate  
Minutes of the Meeting of September 24, 2009  
Toepfer Room, Adelbert Hall

**Members present**

Kathryn Adams	Angela Graves	Roy Ritzmann
Keith Armitage	Dave Hutter	Jonathan Sadowsky
Bud Baeslack	Betsy Kaufman	Samantha Schartman
Tim Beal	Ken Ledford	Benjamin Schecter
Cynthia Beall	Alan Levine	Barbara Snyder
Daniela Calvetti	Leonard Lynn	Sorin Teich
Christine Cano	Diana Morris	Susan Tullai-McGuinness
Susan Case	Frank Merat	Michele Walsh
Gary Chottiner	Carol Musil	Shengbo Wang
Mary Davis	John Orlock	Georgia Wiesner
Mark DeGuire	Joe Prah	Terry Wolpaw
Julia Grant	Rodney Pratt	Liz Woyczynski

**Members Absent**

Bruce Averbook	Christine Hudak	Faisal Quereshy
Jessica Berg	Jim Kazura	Cassandra Robertson
Nabil Bissada	Cheryl Killion	Scott Shane
Robert Bonomo	Ken Loparo	Mark Smith
Martha Cathcart	Kalle Lyytinen	Glenn Starkman
Mark Chance	Katy Mercer	Elizabeth Tracy
Faye Gary	Shirley Moore	David Wilson
Peter Haas	G. Regina Nixon	Gary Wnek
Susan Hinze	Dan Ornt	Nicholas Ziats

**Others Present**

Dan Anker	Dick Jamieson	Ginger Saha
Chris Ash	Lara Kalafatis	Amanda Shaffer
Glenn Bieler	Ginny Leitch	Chris Sheridan
Don Feke	Marilyn Mobley	Colleen Trembl
Lev Gonick	Kathy O'Linn	John Wheeler
Jean Gubbins	Tim Robson	Jeff Wolcowitz

**Call to Order**

Professor Carol Musil, chair of the faculty senate, called the meeting to order at 3:30 p.m.

### **Approval of minutes**

Upon motion, duly seconded, the minutes of the Faculty Senate meeting of April 27, 2009 were approved as submitted.

### **President's announcements**

President Barbara Snyder welcomed the faculty back for the start of the 2009-2010 academic year. The university will finish the fiscal year in the black, for the second year in a row. Development raised \$108 million dollars, an increase of 5% over the previous fiscal year, for the second highest annual fundraising effort in the university's history. The university welcomed a strong freshman class in fall 2009, with 84 international students, tripling the international student enrollment from fall 2008. The average SAT scores for the freshman class increased by 19 points over the class that entered in fall 2008; this year's SAT average is a 29 point increase over the class that entered in fall 2007. President Snyder announced that she and Provost Baeslack will meet with faculty in each of the constituent faculties over the next few weeks. And she will deliver the annual fall state of the university address on Friday, October 2 at 12:45pm to both faculty and staff in Thwing Center's Ballroom.

### **Provost's announcements**

Provost Bud Baeslack introduced the new vice president for enrollment management, Mr. Rick Bischoff. Provost Baeslack added that the freshman class is slightly smaller than the university expected, but he reiterated that the number of international students tripled, SAT scores are up, and net tuition revenue is also up over the previous year. Mr. Bischoff, who will start on November 1 at Case Western Reserve, was the director of admission at Caltech, and before that he was associate director of admission at University of Chicago. During his tenure at Caltech the diversity and academic credentials of enrolling students improved, and applications for admission increased by 60%. Provost Baeslack added that the RFPs for the alliance groups have been distributed and he is meeting with alliance groups to keep everyone informed of the RFP process. Funding initiatives for internationalization, undergraduate student advising, and faculty salaries are also under consideration. Provost Baeslack will shortly convene the new Budget System Committee. Prof. Julia Grant, chair of the faculty senate budget committee, and Prof. Alan Levine, chair-elect of the faculty senate, will serve on that committee. Deans will revisit their issues with the budget process and the committee will consider how best to optimize the budget process. The committee is scheduled to deliver its final report by March 1.

### **Chair's announcements**

Prof. Carol Musil encouraged senators to attend the president's state of the university address. The Faculty Senate had a successful retreat in August 2009 to start new academic year. Prof. Musil serves on the search committee for the new faculty diversity officer; the campus community will have a chance to meet with the finalists shortly. The new Faculty Senate Committee on Undergraduate Education met several times over the summer and is working to finalize its new structure; Prof. Gary Chottiner, chair, will likely give a report to the Executive Committee by November. The *ad hoc* Committee on Grievance Process Reform is working with the provost to confirm the appointment of a faculty member to serve as the conciliation/mediation coordinator and to identify a group of off-campus, paid mediators so that the proposed pilot program can start in January 2010. The Faculty Senate Committee on By-laws will review the *ad hoc* committee's proposed changes to the faculty grievance process outlined in Chapter 3 of the Faculty Handbook this fall. The *ad hoc* Committee on University-level Faculty Committees will present some proposed changes to the Constitution and the Faculty Senate By-laws for review by the Committee on By-laws and introduce some resolutions to the Faculty Senate this fall. The *ad hoc* SAGES Review Committee will deliver a preliminary report shortly. Prof. Musil welcomed the new elected senators. She reminded everyone to use their name tents at the beginning of the meetings; the name tents are

used for voting and for attendance. As required by the Faculty Senate By-laws, attendance is monitored and mid-year the chair contacts senators who have not attended regularly. Prof. Musil introduced the new chair of the Staff Advisory Council, Kathy O'Linn and the new senators, Shengbo Wang (undergraduate representative), Rodney Pratt (professional student representative), and Samantha Schartman (graduate student representative). And the newly elected senators introduced themselves.

### **Chair-elect's announcements**

Prof. Alan Levine, chair-elect of the faculty senate, listed the members of the 09-10 Faculty Senate Executive Committee and summarized the recent Executive Committee meeting on Thursday, September 17. Prof. Bill Leatherberry, chair of the *ad hoc* committee on grievance process reform, presented the committee's proposed changes to the faculty grievance process. The Executive Committee endorsed the changes for further review by the Faculty Senate Committee on By-laws. Prof. Levine added that the Executive Committee approved the interim membership of a faculty member to the Research Committee and a post-doc to the Graduate Studies Committee; both committees are expected to propose the necessary changes to the membership by-laws for approval by the Faculty Senate no later than April 2010. The Executive Committee discussed the annual process for determining the faculty senate budget priorities. This year the Executive Committee solicits priorities that could be completed in 2 years and which would cost no more than \$100,000. Prof. Levine encouraged faculty senate standing committee chairs and all senators to submit priorities by the October 19 deadline. The written solicitation, summarizing the deliberations by the Executive Committee, which has been distributed by email, reads as such:

*The Faculty Senate has proposed and rank ordered its budget priorities for each of the last two years. The administration has seriously considered the input of the Faculty Senate, and the administration has reported some progress toward the Senate's top ranked budget priorities. At its September meeting, the Faculty Senate Executive Committee discussed the process by which the Senate should determine its 09-10 budget priorities.*

*Two years ago the Faculty Senate determined that its top two proposed budget priorities were 1) faculty salaries and 2) an on campus child care center. These are high cost, long term investments. The administration has already made progress towards child care issues with several new family-friendly policies: the parental leave policy, funds for child care costs incurred while traveling on university business, and identifying services for sick child care. Faculty salaries remain a priority of the administration even in these difficult economic times.*

*Last year the Senate re-confirmed faculty salaries and a child care center as continuing top priorities, and rank ordered several secondary budget priorities. The top three secondary priorities were 1) undergraduate financial aid, 2) technology-enhanced classrooms and 3) health care initiatives for graduate students. At its recent September meeting, the Executive Committee discussed the consequences of annually reconsidering its commitment to long-term budget priorities that remain in-process and of extending the list of budget priorities beyond what can reasonably be funded.*

*The Provost will convene the Budget System Committee to re-examine the university's long-standing budget structure and formulas. Prof. Julia Grant, chair of the faculty senate budget committee, and other faculty member will serve on this committee. The efforts of the Budget System Review Committee provide an opportunity for the Faculty Senate to learn more about the limitations of determined revenue and expenditure cycles and to ascertain where opportunities do lie for choosing tradeoffs and funding priorities. The Executive Committee would like to see the fruition of the committee's endeavors before re-considering any high cost, long term budget priorities.*

***This year, the Executive Committee solicits input from faculty senate standing committees and from senators for any short-term, low cost budget priorities. Any proposed initiatives should cost less than \$100,000 and should be items that can be completed in less than two years. We ask that senators and standing committee chairs***

*submit priorities to Liz Woyczynski, Secretary of the University Faculty, by Monday October 19, 2009. The Budget Office will cost out the proposed budget priorities for initial review by the Faculty Senate Budget Committee. Then the proposed priorities will be rank ordered by the Senate by online ballot. The process allows for the 09-10 faculty senate budget priorities to be presented to the administration in time for the Provost's Strategic Planning meeting in early November.*

*Thank you for contributing to this process, and let us know if you have any questions.*

### **Report from the Secretary of the Corporation**

Colleen Trembl, deputy general counsel, summarized the September 15 meeting of the Executive Committee of Board of Trustees. The committee approved the establishment of new endowment funds and amendments to several standing endowment funds were approved. Appointments of new faculty members were approved, and the promotion and tenure of several current faculty members were also approved.

### **Faculty Diversity Report**

Marilyn Sanders Mobley, vice president for inclusion, diversity and equal opportunity, presented the annual faculty diversity report with data from the academic years 2004-2005 to 2008-2009. The totals are for Board of Trustees approved faculty, paid by Case Western Reserve University. School of Medicine totals changed after the affiliation agreement went into effect in 2006. The report is attached to these minutes. Faculty asked about the appointment of the faculty diversity officer and commented on the need for support and mentoring for minority faculty members once they are hired. Dr. Mobley confirmed that the faculty diversity officer works in her office. She indicated that her office is assessing areas where her office can improve support for faculty; she and her staff review faculty satisfaction surveys and the information from exit interviews with faculty who leave the university. Dr. Mobley also mentioned that she recently conducted "subtle bias training" with a university promotion and tenure committee and could be contacted for further information about that. She may also conduct some focus group interviews with faculty.

### **Campus Security Report**

Mr. John Wheeler, senior vice president for administration, Dick Jamieson, vice president for campus services gave a presentation on campus security. There were several unfortunate crimes in and around the campus this past summer; they reviewed the measures the university has taken to provide a secure environment for faculty, staff and students. The presentation is attached to these minutes. Responding to questions and concerns expressed, Mr. Jamieson said that information about security services is on the web and that camera coverage would be increased on the Case Quad this month. The Security Office has increased the number of officers patrolling on foot; faculty praised the efforts of Officer Mark Chavez in particular. A senator appealed for more foot patrols late in the evening when graduate students are leaving their labs. Another senator encouraged the administration to consider increasing the number of activities offered in Wade Lagoon; it's a beautiful location and having more activities there would improve the security.

### **New Business**

Liz Woyczynski, secretary of the university faculty, asked on behalf of the Outside Interests Committee for a senate volunteer to serve on said committee; the committee monitors conflict of interest policies and procedures. Prof. Musil confirmed that current information about the faculty senate – meeting dates, a list of senators, and membership on each of the faculty senate standing committees - is posted on the web.

**Adjournment**

Upon motion, duly seconded, the meeting was adjourned at 5:30 p.m.

APPROVED  
by the  
FACULTY SENATE



ELIZABETH H. WOYCZYNSKI  
SECRETARY OF UNIVERSITY FACULTY