



Faculty Senate Newsletter

Synopsis of the September 21st, 2016 Faculty Senate Meeting

Of Particular Importance to All University Faculty

Faculty Senate Compensation Committee Report on Faculty Salaries

Professor Jerry Mahoney, chair of the Faculty Senate Committee on Faculty Compensation, presented a proposal on faculty salaries. Prof. Mahoney presented data from the Office of Institutional Research that compared the average salaries of CWRU faculty (by school and rank) with that of AAU schools who participated in the salary exchange for the years 2012-13, 2013-14, and 2014-15. Beginning in 2013-14, salaries were reported by tenure status. Comparative data for the School of Medicine and the School of Dental Medicine were not included in the report because of the low number of AAU Medical and Dental Schools reporting salary information. For all three years, CWRU salaries for both tenured and non-tenure track faculty were substantially lower than the average faculty salaries reported for AAU institutions.

The committee made the following recommendations:

- a. Academic units should produce and publish annual reports in which faculty salaries are benchmarked against AAU peer institutions.
- b. CWRU administration should establish a university-wide goal of compensating faculty at a level that is at or above the AAU 50th percentile.
- c. Central administration, in collaboration with the deans, should establish a five-year plan to address faculty compensation.
- d. Faculty compensation should no longer be tethered solely to the budgetary status of the individual units.

For more information on the Committee's proposal and data comparisons, please see the [Faculty Senate Google site for the September 21, 2016 meeting](#).

Proposal for New Learning Management System

Professor Steven Hauck, chair of the Faculty Senate Committee on Information and Communication Technology, introduced a proposal for a new learning management system (LMS). Currently Blackboard is being used in only 43% of for-credit courses at CWRU. Faculty and students have expressed dissatisfaction with Blackboard and students have been frustrated with its variable use by faculty. UTech is proposing that the university use a new LMS known as Canvas. Canvas was piloted by approximately 17 CWRU faculty and 1500 students and impressions were positive. The Learning Management System Faculty and Staff Advisory Committee recommended that the transition to Canvas begin in the spring of 2017 and be completed by fall of 2017. *(Continued on page 2)*



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Proposal for New Learning Management System (Continued)

The Senate discussed the fact that the use of Canvas is not being mandated for faculty but should be encouraged. The following motion was made and seconded:

The Faculty Senate endorses adoption of Canvas and encourages faculty to use Canvas in preference to other ways of communicating with students.

The Senate voted to adopt the motion.

Diversity 360

Marilyn Mobley, Vice President for Inclusion, Diversity and Equal Opportunity, reminded all senators that they approved a resolution last year agreeing to participate in Diversity 360 training by the end of the 2016-17 academic year. Rather than scheduling a separate session just for senators, the Senate agreed that members should try and participate in standalone sessions that have already been scheduled. By the end of the calendar year, if some senators still have not participated, then a separate session(s) will be scheduled.

The Senate's resolution adopted last year also included a recommendation that all faculty complete Diversity 360 training by the end of the 2017-18 academic year.

Other Items from the Meeting

SOM- Merger of Department of Environmental Health Sciences into Department of Epidemiology and Biostatistics

Professor Jonathan Haines, interim chair of the Environmental Health Sciences department and chair of the Epidemiology and Biostatistics department, discussed the proposed merger of Environmental Health Sciences into Epidemiology and Biostatistics. Currently there are no primary faculty in the Environmental Health Sciences department, the masters and PhD programs have been suspended and no students remain in the programs. The Environmental Health education programs will be offered through the new department and the Swetland Center will be administered there also. The Faculty Senate voted to approve the proposed merger with one abstention.

Campus Planning Presentation

Steve Campbell, Vice President for Campus Planning and Administration, presented a facilities update. The presentation slides are available for review on the Google site and will be posted with the minutes of the meeting on the Faculty Senate website.

More detailed information on all items included in this newsletter are available in the draft minutes posted on the Google site for the [October Faculty Senate meeting](#). Once the minutes have been approved by the Senate, they will be posted on the Faculty Senate website along with all relevant documents.