



Faculty Senate Newsletter

Synopsis of the March 31, 2015 Faculty Senate Meeting

Of Particular Importance to All University Faculty

Bias Reporting System

Professor Sandra Russ, past chair of the Senate, reported that the Senate Executive Committee had discussed the university's online bias reporting system. Several faculty members had seen an article in the Observer about the system and were concerned about how it might affect faculty particularly because reports can be made anonymously. Also, the Senate had not had an opportunity to review the system. The issue was brought to the attention of the chair and vice chair of the Senate and subsequently, Lou Stark, VP of Student Affairs and Dean Patterson, Associate VP, attended an Executive Committee meeting to provide information. One of the faculty members also attended the meeting and expressed his concerns. After hearing from those in attendance, the Executive Committee decided that because of the potential impact on faculty, the system should be studied by the Minority Affairs, Faculty Personnel and Women Faculty committees.

English Language Proficiency Policy

Rick Bischoff, Vice President for Enrollment Management, presented the proposed English Language Proficiency policy. In 2011, the Faculty Senate approved an increase in the TOEFL score requirement for fall 2013 international undergraduate applicants from 90 to 100. In January of 2013 and again in December of 2013 the Faculty Senate approved resolutions maintaining a minimum score of 90 with the understanding that continuing efforts would be made to increase the TOEFL score without sacrificing international admission goals. The issue was to be revisited annually by the FSCUE Admissions and Aid Subcommittee. The new proposal establishes proficiency requirements based on the applicant's stated major. It exempts students with high SAT and ACT scores and students who have been educated in English-speaking schools for a minimum of two years prior to high school graduation. The Admissions Office reviews all applications holistically and this policy better reflects current practice. The policy was approved by FSCUE. The Senate voted to endorse the policy.

Financial Aid Policy

Rick Bischoff indicated that Enrollment Management will be studying changes to the current "need blind, but don't meet full need" financial aid policy. There is no formal proposal on the table at this time nor is the Senate being asked to endorse a new policy but faculty should be aware of the prospect of change. Three things are happening that make careful consideration of a future policy important. First, the Common Application required of all CWRU undergraduate applicants is changing and its member institutions will no longer have to require essays and recommendations from its applicants or complete a holistic review of applications. As a result of this change, the university needs to be prepared for a possible (though not guaranteed) shift in the Common Application student demographic as well as shift in membership.

Second, a new application (the Coalition Application) is being developed that could be used by the majority of CWRU's peer and aspirant institutions. Institutions that adopt the Coalition Application must meet 100% of a student's demonstrated financial need if they are private and must have a 70% graduation rate if they are public. Currently admissions decisions at CWRU are made without consideration of a student's ability to pay and it will be impossible to meet the 100% requirement without becoming "need-aware".

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Financial Aid Policy (continued from page 1)

The third area of concern is the continuing rise in the price of higher education. In an environment where family incomes are likely to at best stay flat, the university's current policies would result in a 20% increase in the net price to families. Because of these three factors, the Office of Enrollment Management will study the potential impact of becoming "need-aware," but meeting 100% of demonstrated need. Because of the size of the undergraduate applicant pool it could be possible to do this without sacrificing the quality or diversity of the student population. Many institutions at CWRU's level of selectivity are already need-aware. A decision on this change in policy would have to be made by the end of the summer if it were to be in place for students entering in the fall of 2016. It would be more likely to launch in the fall of 2017. A senator asked that the university consider how to prevent future tuition increases. Rick Bischoff said that he welcomes input from faculty.

Proposed School of Medicine By-Laws Amendments

Professor Sandra Russ, past chair of the Senate, reported that the Senate Executive Committee had considered several proposed amendments to the SOM By-Laws. The Committee agreed to forward the majority of proposed amendments to the Senate By-Laws Committee for consideration, but discussed the amendment intended to clarify a SOM "division" in depth. The Executive Committee decided that consideration of this issue will require additional information and discussion.

Tobacco Free Campus Policy

Professor Elizabeth Click presented an update on the development of the Tobacco Free Campus Policy. Over the winter three subcommittees have worked on developing the policy. They completed benchmarking and further refined the policy. The proposed policy is condensed and the approach is more supportive and collaborative. The focus has moved from enforcement to compliance. E-cigarettes are still included in the policy as this is considered best practice. Other urban campuses with similar policies have not experienced related safety issues. The university will work with international students in a supportive manner to explain the policy. Dr. Click said that tobacco is one of the largest health issues in the US. The policy will help control medical costs which is important since CWRU is self-insured. Senators expressed concern about the fact that the policy covers the use of smokeless tobacco; that education might be better than prohibition; and the fact that the policy doesn't include penalties for non-compliance. Dr. Click said that the university cannot control public sidewalks but that signage will encourage people to respect the policy. Police would not be called for issues of non-compliance, but if someone continues to violate provisions of the policy, the issue would be handled through the appropriate office as with all other university policies. Dr. Click said she hopes that the Senate will endorse the policy and that anyone is welcome to contact her with other concerns.

Faculty Senate Finance Meeting

A meeting for members of the Faculty Senate to discuss the university's finances is scheduled for Friday, May 15th. The Senate has decided to hold this type of meeting on an annual basis. Please communicate any questions or concerns that you have to your senator(s) before the meeting.

Other Items from the Meeting

More detailed information on the items below will be available in the minutes which will be posted on the Faculty Senate [website](#) once they have been approved.

MA in Research and Theory in Social Welfare

Professor Aloon Townsend, MSASS, presented the proposal for an MA in Research and Theory in Social Welfare from MSASS that is a terminal degree designed for students who have advanced to candidacy for the PhD in Social Welfare but who do not complete it. The Faculty Senate voted to approve the master's degree program.

Major in Business Management

Professor Jennifer Johnson, WSOM, presented the major in business management proposed by the Weatherhead School of Management. This is a new major within the BS in management degree. Pending approval by the Ohio Board of Regents, the major could be offered in the fall of 2015. The Faculty Senate voted to approve the major.

Report from FSCICT

Professor Angelina Herin, chair of FSCICT, gave a report on the committee's activities throughout the year.