



April 2018 Faculty Senate Newsletter

This newsletter encompasses business conducted during the April 23, 2018 Senate meeting.

Of Particular Importance to *All* University Faculty

Graduate Studies Class Attendance Policy

Professor Paul MacDonald, chair of the Senate Graduate Studies Committee, presented a proposed attendance policy for graduate students. Most schools at CWRU, with the exception of Graduate Studies, have an attendance policy. Under the proposal, instructors may determine how students should notify them of absences, and the extent to which absences will affect their grades. Instructors who judge a student's absences from class to be excessive may request that the student withdraw from the course. Instructors who are concerned about excessive student absences may also inform the School of Graduate Studies. The policy does not require faculty to keep attendance but does require them to advise students about the consequences of missing classes. The Faculty Senate approved the attendance policy for the School of Graduate Studies.

FSCUE: Proposed Undergraduate Records Retention Policy

Professor Gary Chottiner, chair of the Faculty Senate Committee on Undergraduate Education (FSCUE), explained that CWRU does not have a records retention policy for faculty and student academic records. As the university migrated materials from Blackboard to Canvas, questions arose about which documents should be maintained and for what length of time. FSCUE spent a significant amount of time on this issue, and drafted three proposals for Faculty Senate consideration. The first proposal was defeated by the Executive Committee at the April 13th meeting and only two proposals were ready for consideration at this time:

1. Records of each component used to calculate the final course grade should be kept for five years. A record for this purpose is the grade for each component, not the student's work in the form of papers, exams, *etc.*
2. In the event an instructor leaves (*or retires from*) the university, records should be transferred to the appropriate department office to be preserved for the remainder of the required retention period.

Prof. Chottiner said that the proposals relate solely to records of the component parts of the grades, not the documents that make up the component parts. FSCUE will most likely work on that next fall. A number of senators felt that the 5-year period in the first proposal was too long. Other senators questioned the value of keeping this information without retaining the documents for the component

parts of the grades. Finally, a senator questioned why this proposal was presented in a piece-meal fashion. The Senate voted and the proposal was defeated by a vote of 12 in favor, 24 opposed and 1 abstention.

Report on FSCUE-Drafted Resolutions in Support of CUE Principles/CUE Update

Professor Kimberly Emmons, chair of the CUE, reported that she is in the process of preparing a final report incorporating feedback received on the CUE recommendations. The three major themes in the final recommendations will be administration/structure, a diverse and thriving community, and academic/curricular reform. She is working with FSCUE on next steps related to the recommendations and endorses the three resolutions approved by FSCUE.

Prof. Chottiner thanked Prof. Emmons for her work and support and presented the FSCUE Resolutions in Support of Principles Outlined by the CUE. Prof. Chottiner said that the resolutions had been sent to the Undergraduate Program Faculty schools through the FSCUE school representatives and that feedback was generally positive. Endorsement by each UPF school has been requested prior to Commencement. Support for the resolutions would provide a boost as work commences over the summer and next fall when FSCUE reconvenes. Prof. Emmons emphasized that the FSCUE resolutions are meant to serve as guides and are not the CUE's final recommendations.

Report from Faculty Compensation Committee

Professor Gerald Mahoney, chair of the Faculty Senate Committee on Faculty Compensation, reported that in 2016 the Faculty Compensation Committee had compared CWRU faculty salaries with AAU salary data from 2013-2015 and made recommendations based on what they learned. This year, the Committee looked at similar comparisons with AAU salary data and determined that the overall status of CWRU to AAU salaries had not improved through 2017. They learned that the majority of CWRU faculty continue to receive compensation that is lower than the AAU 25th percentile.

Prof. Mahoney reviewed the 2016 recommendations and progress made under each. He said there continues to be a debate as to whether AAU salaries provide an appropriate benchmark. The Schools of Medicine and Dentistry requested exclusion from AAU faculty salary comparisons stating that AAU data does not provide an appropriate benchmark.

Based on the new data and progress made since 2016, the Compensation Committee made the following new recommendations: that a vision for faculty compensation be adopted by the President and Provost with the support of the Board of Trustees; that all academic units be required to include faculty compensation as one of the key elements of the next round of strategic plans; that deans who serve multiple 5-year terms should not continue to be saddled with repayment of past debts if they have made significant progress in balancing the budget for their academic unit during their previous term; and, the University/Central administration play a major role in developing and funding retirement incentive plans and work alternatives for aging faculty.

The Committee also maintained that the goal of attaining faculty salaries at or above the 50th percentile of specified benchmark schools, is appropriate and reasonable for CWRU.

The Senate voted to endorse the recommendations. Prof. Colares thanked Prof. Mahoney for all of his work on these issues during his tenure as chair of the Faculty Compensation Committee.

Other Items from the Meeting

Report from Nominating Committee on 2018-19 Standing Committee Memberships

Professor Maureen McEnery, chair of the Faculty Senate Nominating Committee, presented the 2018-2019 Senate standing committee members as well as the Senate Executive Committee members. All members were approved by the Faculty Senate.

Passing the Gavel

Prof. Colares passed the gavel to Professor Cynthia Beall who will serve as chair of the Senate during the 2018-2019 academic year.

More detailed information on all items included in this newsletter are available in the draft minutes posted on the Google site for the [2017-18 Faculty Senate Meetings](#). Once the minutes have been approved by the Senate, they will be posted on the Faculty Senate website along with all related documents.