

Faculty Senate Meeting
Wednesday, March 28, 2018
3:30p.m. – 5:30p.m., Toepfer Room, Adelbert Hall

3:30 p.m.	Approval of Minutes from the February 27, 2018 Faculty Senate Meeting, <i>attachment</i>	Juscelino Colares
3:35 p.m.	President's Announcements	Barbara Snyder
3:40 p.m.	Chair's Announcements	Juscelino Colares
3:45 p.m.	Report from the Executive Committee	Cynthia Beall
3:50 p.m.	Secretary of the Corporation Report, <i>attachment</i>	Juscelino Colares
3:55 p.m.	Update from Ad hoc Committee on Bias Reporting System	Peter Harte
4:10 p.m.	FSCUE: Proposed Changes to Academic Standing Regulations, <i>attachment</i>	Jeff Wolcowitz Gary Chottiner
4:20 p.m.	FSCUE: Undesignated Undergraduate B.S. Degree Program in Engineering-Name Change, <i>attachment</i>	Marc Buchner Gary Chottiner
4:30 p.m.	Student Success Initiative	Richard Bischoff



Faculty Senate

Faculty Senate Meeting
Wednesday, March 28, 2018
3:30 pm to 5:30 pm
Adelbert Hall, Toepfer Room

Members Present

Rohan Akolkar
Amy Backus
Cynthia Beall
Karen Beckwith
Leon Blazey
Christine Cano
Gary Chottiner
Philip Cola
Juscelino Colares
Christopher Cullis
Simone Dekker
Evelyn Duffy
Kimberly Emmons
Archishman (Prince) Ghosh
Sahil Gulati

Peter Harte
Steven Hauck
Susan Hinze
Kathleen Kash
Thomas J. Kelley
Ruth A. Keri
Ahmad M. Khalil
Kenneth Ledford
Gerald Mahoney
Maureen McEnergy
William Merrick
David Miller
Satish Nambisan
Dana Prince
Roger Quinn

Renato Roperto
Beverly Saylor
William P. Schilling
Peter Shulman
Barbara Snyder
Glenn Starkman
Usha Stiefel
Valerie Boebel Toly
Ibrahim Tulunoglu
Dustin Tyler
Joachim Voss
Rebecca Weiss
Chris Winkleman
Jo Ann Wise

Members Absent

Bud Baeslack
Harihara Baskaran
Jaime Bouvier
Matthias Buck
Bo Carlsson
Lisa Damato
Steven Eppell
Steve Feldman

Paul Iversen
Sudha Iyengar
Paul MacDonald
Anne Matthews
Thomas Montagnese
Susan Painter
Leena Palomo
Aaron Perzanowski

Andres Pinto
Andrew Pollis
Vasu Ramanujan
R. Mohan Sankaran
Robert Strassfeld
Ali Syed

Others Present

Jonathan Carlson
Donna Davis Reddix
Don Feke
David Fleshler

Arnold Hirshon
Jennifer Scharf-Deering
Dean Patterson
Marilyn Sanders Mobley
John Sideras

Jeff Wolcowitz
Sue Workman
Victoria Wright



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Call to Order

Professor Juscelino Colares, chair, Faculty Senate, called the meeting to order at 3:30 p.m.

Approval of Minutes

The Senate approved the minutes from the February 27th, 2018 Faculty Senate meeting.

Attachment

President's Announcements

The President updated the Senate on the campus incident where a Cleveland City Council member was stopped by university police. The officer making the stop was new to the force. The President said that MSASS faculty will be involved in diversity training for police officers.

The new Provost, Ben Vinson, will begin on July 2nd. He will be meeting with the Senate chair and vice-chair shortly.

The staff appreciation event at the Tinkham Veale University Center was very successful and at the event the President announced additional vacation days for staff during the holidays.

Congress passed an omnibus spending bill through calendar year 2018. A number of spending increases will positively affect higher education, but the bill did not address DACA. The university will continue to advocate on this issue as well as others of importance to the university and our students.

Rick Bischoff, Vice President on Enrollment Management, will be presenting on the Student Success Initiative later in the meeting. The Initiative is a first step toward addressing issues presented by the CUE.

Chair's Announcements

Prof. Colares reported that the annual Senate Budget Meeting will be held on Friday, May 4th from 1-2pm in the Senior Classroom of the Tinkham Veale University Center. All senators are invited to attend. Prof. Colares also encouraged senators who haven't already participated in Diversity 360 training to do so. The April 23rd Senate meeting is the final Senate meeting of the year.

Secretary of the Corporation Report

There were no questions on the Secretary of the Corporation Report that was posted to the Senate Google site prior to the meeting. *Attachment*



Faculty Senate

Report from the Executive Committee

Professor Cynthia Beall, vice chair of the Senate, reported on items from the March 7th Executive Committee meeting:

1. Joachim Voss, chair of the Minority Affairs committee, reported that the committee reviewed and approved the recommendations from the ad hoc Committee on the Bias Reporting System.
2. Kenneth Ledford, chair of the By-Laws Committee, presented proposed revisions to the Faculty Handbook. The committee is recommending that language be added stating that a) all policies contained within the Handbook are incorporated by reference into faculty employment contracts, b) compliance with all policies referenced in the Faculty Handbook are part of the professional responsibilities of faculty, c) that all university policies pertaining to faculty be referenced in the Faculty Handbook, and d) that these policies be updated on an annual basis. The By-Laws Committee also recommended changes to the Disciplinary and Grievance provisions of the Faculty Handbook.

President Snyder requested additional time to review all of these suggested revisions. She suggested that she meet with Prof. Ledford and General Counsel Libby Keefer to discuss the revisions. The Executive Committee voted to table the motion until the small group meets and the President has had time to review the proposed revisions.

3. Glenn Starkman, chair of the Senate Finance Committee, reported that the Finance Committee voted to support implementation of the University Budget Committee's (UBC) recommendations relating to the reduction in number of indirect cost drivers, changes in undergraduate tuition distributions, and graduate tuition-sharing. The UBC's recommendations had been accepted by the deans of the College/Schools as a package. The university has made a commitment to transparency in all requests for exceptions to indirect cost allocations in the future. The Finance Committee will consider a CAS resolution relating to the UBC recommendations at a future meeting.

4. Roger Quinn, Case School of Engineering's representative to the Senate Executive Committee, gave an update on that school. The news was upbeat. The number of undergraduate students has increased, the school's budget was balanced last year, and the school exceeded its past record for annual giving. The CSE is searching for a permanent dean. Graduate programs will be a top priority for the new dean. The school is also considering how to allow for more flexibility in its "core" undergraduate course requirements. The Great Lakes Energy Institute is doing well and the school has recently launched a new institute known as the Institute for Smart, Secure and Connected Systems which is dedicated to advancing



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research on the Internet of Things. The Institute will lead specific initiatives in data science, cybersecurity, networks, embedded systems and more.

5. Professor Jerry Mahoney, chair of the Senate Committee on Faculty Compensation, said that he will report on the committee's activities at the April Senate Executive Committee meeting.

Update from Ad hoc Committee on Bias Reporting System

Professor Peter Harte, past chair of the Faculty Senate and member of the ad hoc Committee on the Bias Reporting System, provided the Senate with background on this matter and presented the ad hoc Committee's recommendations. Prof. Harte said that Dean Patterson, Associate Vice President for Student Affairs, had already begun the process of implementing the recommended changes and will report to the Senate next fall on his progress. *Attachment*

FSCUE: Proposed Changes to Academic Standing Regulations

Professor Gary Chottiner, chair of the Faculty Senate Committee on Undergraduate Education, with Jeffrey Wolcowitz, Dean of Undergraduate Studies, reported that FSCUE approved proposed revisions to the undergraduate academic standing regulations. The revisions would make academic probation discretionary as opposed to automatic (based on performance) as is the current practice. Under the revised regulations, students will be able to appeal academic probation, and will be given clear guidance on the appeals process in the letter that they receive from the Dean of Undergraduate Studies. The Academic Standing Board's decision regarding probation will only be indicated on the unofficial transcript. If probation is successfully appealed, the unofficial transcript will show that there was "No Action Taken" and no restrictions associated with probation will be enforced. The student will be apprised however, that if their consecutive semester's record does not meet the criteria for good academic standing, that they may be considered for academic separation. Dean Wolcowitz indicated that the Academic Standing Board's workload may increase due to this change. The Faculty Senate voted to approve the revisions to the undergraduate academic standing regulations. *Attachment*

FSCUE: Undesignated Undergraduate B.S. Degree Program in Engineering- Name Change

Prof. Chottiner, with Professor Marc Buchner, Associate Dean for Academics (CSE), presented a proposal from the CSE to change the name of the Engineering Undesignated major. Professor Buchner said that the school is proposing to change the name of the major to General Engineering which is common for this type of major at other institutions. The major gives students substantial flexibility to take courses in areas other than Engineering. Very few students enroll in this major. The Faculty Senate voted to approve the major name change. *Attachment*

Faculty Senate

Student Success Initiative

Richard Bischoff, Vice President for Enrollment, presented the university's new Student Success Initiative which had been introduced by the President to the campus by email on March 1. The university's undergraduate retention and graduation rates have not increased despite enrolling better prepared students. This lowers the university's national rankings. Other institutions have made data-driven decisions and high-touch interventions and improved their retention and graduation rates. Efforts underway at CWRU are fragmented and spread over a number of different offices. The Student Success group is looking at ways to combine these efforts into one organization to create better synergies and collaborations. They recommend that each undergraduate student be assigned a "navigator" (not the official name) who will support the student and the student's faculty advisor by connecting them with available university resources. This will allow faculty advisors to spend more time advising students on academic matters. The goal is to implement these changes for the incoming first-year students in the fall of 2018. A senator asked about the structure of this new office/organization. The group working on this is getting close to making a recommendation. Other questions focused on the cost and qualifications of those who will serve as navigators. The navigators will be experienced higher education professionals and will receive extensive training. It is anticipated that currently available funding and increased revenue from higher retention and graduation rates will cover the cost of the navigators. A senator asked about extending these new services to graduate students. The President said that graduate students have expressed an interest in creating a CUE-type committee for graduate education at CWRU and are very excited about the ideas being generated through the Student Success Initiative. *Attachment*

The meeting was adjourned at 4:53p.m.

Board of Trustees

Secretary Report to the Faculty Senate March 28, 2018

The full Board of Trustees met on February 23 and February 24, 2018. Below is a summary of the business transacted at the meetings.

A resolution of tribute was paid to Dorothy Humel Hovorka. Great Neck Richman, Case Western Reserve University alumnus, was approved to serve as Trustee.

The trustees approved 9 new endowments totaling \$1.74 million to support the Frank Hovorka Atrium, a Visiting Scholar in the Humanities, a Fellowship in the Humanities, support for the Center for Regenerative Medicine, support for Ophthalmology Research, and for scholarships.

The Trustees also approved the following:

1. Peter Gerhart to the John Homer Kapp Professorship in Law
2. Sam Mesiano to the William Weir MD Professorship in Reproductive Biology
3. Dale Nance to the Albert J. and Richard Weatherhead Professorship in Law & Criminal Justice
4. One senior faculty appointment
5. Nine junior faculty appointments – ENG-1, MED-4, CCLCM-4
6. Minor in African and African-American Studies
7. Phase II Project-in-Concept for the Milton and Tamar Maltz Performing Arts Center
8. Tuition, room and board for the 2018-2019 school years
9. Tax exempt bond financing through the Ohio Higher Educational Facility Commission
10. Acceptance of the Uniform Guidance Audit Report for Fiscal Year '17

The Executive Committee of the Board of Trustees met on March 8, 2018 where it approved the hiring of Ben Vinson III as university provost and executive vice president, effective July 1, 2018.

The next meeting of the Executive Committee is April 17, 2018

**FACULTY SENATE
CASE WESTERN RESERVE UNIVERSITY
Cleveland, OH 44107**

**Report to the Faculty Senate Executive Committee
of the *Ad Hoc* Committee to Study the Bias Reporting System**

December 18, 2017

In the Fall semester 2017, the Faculty Senate Executive Committee commissioned an *Ad Hoc* Committee to Study the University's on-line Bias Reporting, announced to the CWRU community in *The Daily* on Tuesday, February 24, 2015. Members of the *Ad Hoc* Committee are:

Appointed by the Faculty Senate

Prof. Jeremy Bendik-Keymer
Prof. Peter Harte
Prof. Kenneth Ledford

Designated by the Division of Student Affairs

Ms. Ivy Petsinger, President, Undergraduate Student Government
Associate Vice President and Dean of Students, Dean Patterson
Ms. Rita Tohme, President, Graduate Student Council

The charge of the *Ad Hoc* Committee System (hereinafter referred to as "the Committee") was to explore the role of the Bias Reporting System (hereinafter referred to as "BRS") and to respond to concerns raised to Faculty Senate by some members of the University Faculty about the connection of the BRS to various University policies that apply to members of the University Faculty.

The Committee met five times between October 3 and December 12, for 90 minutes per meeting. Ms. Petsinger and Ms. Tohme used the time between meetings to consult with the governing boards on which they serve about ideas discussed by the Committee. At the December 12, meeting, the Committee unanimously decided to make the following recommendations to the Faculty Senate Executive Committee for referral to the Division of Student Affairs for implementation, and to be reported to the Faculty Senate.

Recommendation 1: Rename the on-line system the "Community Concerns Reporting System (previously known as the Bias Reporting System)" (hereinafter referred to as "CCRS").

The purpose of this renaming is to avoid the concern of overbreadth in the use of the term "bias" and to provide a positive valence to the purposes of the on-line reporting system, whose goal is to be educational rather than punitive.

Recommendation 2: Replace the text on the initial on-line system web page with the following text:

The goal of the Community Concerns Reporting System (previously known as the Bias Reporting System) at CWRU is to help educate and promote an inclusive community by supporting students through a clear and streamlined process for reporting incidents of perceived mistreatment, cultural/ethnic insensitivity, and bias. We hope by identifying such perceived incidents, through dialogue and ongoing educational opportunities, our CWRU campus community will become a leader in how to effectively improve the overall climate of our campus for students and all other constituencies.

Mistreatment perceived as stemming from one's ethnic identity, gender identity/expression, skin color, religion, national origin, age, disability, or sexual orientation helps to create a hostile environment and has a negative social, emotional or physical impact on an individual, group or community. Any incident of perceived mistreatment, cultural/ethnic insensitivity, or bias (hurtful behavior/action) directed toward an individual or group may be reported.

Please take these reports seriously. Unnecessary reports reduce the effectiveness of the reporting system for students who need to use it.

Again, the purpose of this change is to promote a positive valence for the on-line system and to increase the clarity of its purpose, with the aim of promoting acceptance of the CCRS.

Recommendation 3: Request that the Division of Student Affairs provide a flow chart of how the CCRS will work, a road map to possible outcomes.

Recommendation 4: Eliminate all on-line reporting details other than one or more dialog boxes into which a textual account of the episode of mistreatment may be entered. Specifically the report of an incident will be streamlined.

Recommendation 5: Eliminate the current glossary.

The Committee unanimously agreed that the extensive glossary distracts from the educational goal of the on-line CCRS by its legalistic structure and contestable content. The text above references perceived mistreatment and cultural insensitivity and more than adequately replaces the glossary.

Recommendation 6: Because student constituencies have grown accustomed to thinking of the current Bias Reporting System as the place to raise concerns about perceived mistreatment and cultural insensitivity, the Committee recommends that all publicity that will surround the revised CCRS explain clearly the reasons for the change and indicate that the new CCRS continues the

role of the old, and that all online searches for “Bias Reporting System” will be directed to the new “Community Concerns Reporting System (previously known as the Bias Reporting System).”

Recommendation 7: That all confidentiality arrangements that surround interactions between persons subject to reports in the CCRS, whether with the Division of Student Affairs or the Faculty Diversity Officer, be tempered with due process arrangements to permit those persons subject to CCRS Reports to seek advice and counsel from peers of their choice.

Recommendation 8: That all of these Recommendations be implemented by the Division of Student Affairs as promptly as practicable.

We further recommend that the Division of Student Affairs roll out the CCRS with a series of public fora, including, but not limited to: 1) Undergraduate Student Government; 2) Graduate Student Council; 3) the Office of Inclusion, Diversity, and Equal Opportunity; 4) Faculty Senate; 5) Deans’ Council; and 6) faculty governing bodies in each constituent faculty, such as the Executive Committee and the Chairs Council in the College of Arts and Sciences. Finally, we recommend that announcements of the CCRS should feature in *The Daily* every day for an entire week, if possible, or be part of a University-wide email from President Snyder, should it fit easily with one of her announcements.

PROPOSED CHANGES TO ACADEMIC STANDING REGULATIONS

Under our current Academic Standing Regulations, students who fail to attain good standing based on their just-completed semester are automatically placed on academic probation (see <http://bulletin.case.edu/undergraduatestudies/academicstgrs/>). Being on probation carries with it several restrictions:

- (1) The student may not receive their scholarship from the University unless an appeal is granted by the Academic Standing Board;
- (2) The student may not represent the university in intercollegiate activities and may not hold an elective or appointed office or chair a committee in any campus organization (appeals of this restriction are reviewed by the Dean of Undergraduate Studies and the Vice President for Student Affairs); and
- (3) The student may not earn degree credit for work completed at another college or university during the period of probation without special permission (appeals are reviewed by the Dean of Undergraduate Studies – actually, the Deans Committee – on behalf of the Academic Standing Board).

Note that, beginning with Fall 2017, academic probation no longer appears on the official transcript, but continues to appear on the internal unofficial/advising transcript.

There have been several cases in which students needed to withdraw from courses because of serious medical situations, which led to their earning fewer than 12 credit-hours as full-time students and being placed on probation. In some of these cases, the students have pursued the appeal processes outlined above. In at least one case, all of the restrictions associated with probation were ultimately lifted, raising the question of whether that student and similar students need to be on probation at all. The FSCUE Academic Standing Subcommittee was asked to consider this question.

The Subcommittee considered several alternatives to the current policy ranging from allowing appeals of probation from students whose records would place them on academic probation solely because of insufficient credit-hours due to course withdrawals for significant documented medical reasons to allowing appeals from all students whose records would currently place them on probation. After considerable discussion, the Subcommittee was roughly evenly divided between those who supported some change and those who supported the *status quo*. This was reported to FSCUE, and then returned to the Subcommittee to see whether the group could agree on a single best alternative to the *status quo* and vote on that alternative versus the *status quo*. Once again, the Subcommittee was roughly evenly divided, this time between whether the best alternative to the *status quo* was to allow all students currently placed on probation to appeal or to allow only those who would go on probation solely because of insufficient credit-hours (regardless of reason). This was reported to FSCUE. FSCUE voted to return the matter to the Academic Standing Subcommittee to develop language that would make all decisions about whether a student is placed on probation open to review by the Academic Standing Board, so that probation is no longer an automatic action.

Out of the extended discussion of the topic, the FSCUE Academic Standing Subcommittee brings forward the following response to FSCUE's request:

1. That, as is already the case for academic separations under our Academic Standing Regulations, academic probation not be an automatic status but rather a determination made by the Academic Standing Board on the basis of the student's record and the student's response to an opportunity to appeal that status.
2. That "No Action Taken" be recorded on the student's internal unofficial/advising transcript for that semester when the Academic Standing Board votes not to place a student on probation, and that the student be apprised that a second consecutive semester record that does not meet the criteria for good academic standing will lead to consideration for academic separation.
3. That the restrictions associated with academic probation not apply to students for whom the Academic Standing Board votes to take no action.
4. That it be understood that when a student successfully appeals academic separation that the Academic Standing Board has the option to place/continue a student on probation or to take no action.

Jeffrey Wolcowitz, for the FSCUE Academic Standing Subcommittee
March 5, 2018

Program Action Form
from the
The Case School of Engineering

Modernizing the “Undesignated Undergraduate B.S. Degree Program in Engineering”

Background:

The CSE Undergraduate Studies Committee was charged with bringing up-to-date the Undesignated Undergraduate B.S. Degree Program in Engineering. The primary purpose of the undesignated degree program is to serve the needs of students who have multiple areas of interest in technical fields and/or who do not wish to pursue pure engineering careers but would need adequate technological background to excel in their chosen careers. The current curriculum consists of the following 7 groups of courses:

Course Category	Credit hours:
1. Case Core (math and sciences courses)	29
2. GER including SAGES	19
3. Open Elective	9
4. Engineering core +Engineering computing	24
5. Engineering Elective (chosen from 2 groups out-of-4)	6+
6. Major (including 3-credit capstone)	24+
7. Minor(chosen with the help of Assoc. Dean of Academics)	<u>15+</u>
	Total 129

The current curriculum is clearly not flexible and does not appear to serve the stated purpose.

Recommendation:

To achieve the required flexibility to better serve the stated purpose of the undesignated curriculum, the committee recommends that the 48 credit-hours of courses in categories 5, 6 and 7 be replaced by courses chosen in consultation with the Associate Dean of Academics and approved by an appropriate committee, with at least 30 credit hours being engineering courses including 3 credit hours of capstone. It is suggested that, in lieu of the CSE UG committee, the approval could be simply done by the Associate Dean of Academics and two additional faculty members. Also, it is recommended that the name of the degree program be changed to “Dean’s Approved Major in Engineering”

Accordingly, the CSE Undergraduate Studies Committee proposed the following motion that was supported by the Case School of Engineering Executive Committee and subsequently voted upon at the Spring CSE Faculty meeting held on April 24, 2017:

Motion passed at the Spring CSE Faculty Meeting held on April 24, 2017:

The Case School of Engineering proposed that:

1. The curriculum for the undesignated undergraduate degree program in engineering be updated to the following:

Course Category	Credit hours:	Changed?
1. Case Core (math and sciences courses)	29	No
2. GER including SAGES	19	No
3. Open Elective	9	No
4. Engineering core +Engineering computing	24	No
5. Engineering courses chosen in consultation with Associate Dean of Academics (including 3-credit capstone)^a	30	Yes
6. Courses chosen in consultation with Associate Dean of Academics^a	<u>18</u>	Yes
Total	<u>129</u>	

^a In addition to the Associate Dean of Academics, the chosen courses should also be approved by an appropriate committee consisting of at least two faculty members (in lieu of the CSE Undergraduate Studies Committee).

2. The Undesignated Undergraduate B.S. Degree Program in Engineering be named: **“General Engineering”**