



CASE WESTERN RESERVE  
UNIVERSITY EST. 1826

## December 2018 Faculty Senate Newsletter

**This newsletter covers business conducted during the December 19, 2018 Faculty Senate meeting.**

### **Of Particular Importance to All University Faculty**

#### **University Strategic Planning Process**

The Provost reported that based on the results of the staff and faculty strategic planning surveys, and feedback received in focus groups and town halls, they had decided on a very different approach to the planning process this year. Provost Vinson introduced Lisa Camp, his Chief of Staff, who will be coordinating the process. Ms. Camp said planning will begin in January/February and that by June 1, they expect to have a plan framework. The process will include an 8-10 person Thinking Group that will be linked to and solicit ideas from numerous university constituents including faculty, staff, students, alumni and community members. The Provost's Office is in the process of creating an application for faculty and staff interested in serving on the Thinking Group. Constituents with ideas for new and innovative programs with potential to positively impact the university can receive seed sprints awards to pilot their ideas during the spring semester planning period.

The chair of the Emeriti Academy Executive Committee suggested that Emeriti faculty be involved in the planning process. Provost Vinson and Ms. Camp were supportive of this idea.

#### **Introduction of New Faculty Conciliation Counselor**

The Provost introduced Jonathan Entin, Professor Emeritus of Law, who is the new Faculty Conciliation Counselor as of December 1, 2018. Prof. Entin succeeds Professor Emeritus William Leatherberry who served in this capacity since 2014. Prof. Entin thanked the Faculty Senate and thanked Prof. Leatherberry specifically for his work and wise counsel. Prof. Entin said that he will report annually to the Senate and to the Senate Committee on Faculty Personnel. He encouraged senators to inform their constituents about the mediation and conciliation services available through his office.

#### **Results of Faculty Climate Survey- Next Steps**

The Provost reported that he has been discussing the results of the Faculty Climate Survey with the deans of the College and schools. In these meetings, the Provost asks the deans about their reactions to the results, what they might think about doing differently, how faculty mentoring within their units can be improved, how they might reverse the perceived lack of transparency in the tenure process that persists among assistant professors, and how to change the culture so that all faculty are valued equally. Marilyn Mobley, Vice President for Inclusion, Diversity and Equal Opportunity has offered to work with the deans on culture issues. The Provost also mentioned that the results of the Climate Survey had been discussed at a recent meeting of the Academic Affairs and Student Life Subcommittee of the Board of Trustees.

The Provost said between now and the next climate survey, faculty should continue to ask tough questions and work with the Senate and Senate committees to make changes that will improve faculty satisfaction. Faculty participation in the strategic planning process will be crucial.

### **Report on Faculty Listening Tour**

Prof. Beall and Prof. Miller reported that over the semester they had conducted a listening tour for faculty in the schools and College, where faculty were invited to share their thoughts, ideas and concerns in a neutral setting. Five meetings were held and a total of 45 faculty attended. The largest group of faculty were from the SOM, the SON and the SODM. Many faculty expressed concerns about the following issues:

1. Pharmacy Benefit Manager transition
2. Childcare needs
3. University finances
4. Faculty would like to be involved early in the process of raising funds for projects relating to their interests.
5. Perceived changes in faculty composition
6. Reorganization of the Provost's Office to eliminate the position of Deputy Provost for Faculty Affairs and distribution of work
7. Results from Faculty Climate Survey and how changes will be made
8. Recruiting and maintaining underrepresented minority faculty and students in graduate and professional schools

With respect to the above concerns, Prof. Beall reported that:

1. As the President mentioned, Carolyn Gregory will be presenting on this topic at the January Faculty Senate meeting.
2. The President said that building a day care center at the university is not currently feasible, however, that the university provides a range of alternative options listed at <https://case.edu/hr/worklife/perks-extras/child-care-programs>.
3. Faculty want transparency and regular communication regarding university finances. Prof. Beall reminded senators about the Senate Budget Priorities Subcommittee.
4. President Snyder encouraged faculty to work with their school's development team.
5. Don Feke will be addressing the issue of faculty composition later in the meeting.
6. Prof. Beall reminded senators that the Provost made faculty affairs information available at a previous Senate meeting. The Provost said that his office's website would be updated shortly to reflect this information.
7. The Provost addressed climate survey follow-up actions in his remarks.
8. This issue should be discussed by the Senate Minority Affairs Committee as well as by other appropriate campus groups.

A senator asked whether there would be another opportunity for a listening tour in the spring semester. Prof. Beall said that once a year is probably sufficient but that the Faculty Senate will continue to monitor the issues and communicate with all faculty on a regular basis. Another senator said that attendance will grow at these sessions as faculty come to expect them each year. Prof. Beall said that faculty could organize discussion groups within their respective schools. Prof. Miller suggested that the Faculty Senate Newsletter could serve as a guide for the discussion groups.

### **International Rankings Initiative**

Prof. Beall entertained a motion, which was seconded, to take the international rankings initiative discussion off the table. At the November 26<sup>th</sup> Faculty Senate meeting the Senate voted to table the discussion until the

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proposal reflected requested changes and additional information. Molly Watkins, Executive Director for International Affairs, presented the revised proposal. Several senators had objected to the language in the proposal that encouraged faculty to publish in high-impact journals. Ms. Watkins said that the prescriptive language was removed. Also, as requested, a budget for the proposed activities had been added. Ms. Watkins said the proposal will be primarily supported by leveraging existing resources. The budget is divided into 3 sections: existing resources, initial/short term direct rankings expenses, and potential investments in faculty. She said that additional resources for faculty is very important, however, many activities that could positively impact rankings don't require additional funds.

A senator commented that faculty were aware that resources would be necessary to improve international rankings, and the fact that some resources can be leveraged is very positive. Securing additional international travel funds for faculty, as recommended in the proposal, would be very useful because when faculty attend international conferences, they help raise awareness of the university. International conferences held at CWRU would be even more impactful. A senator suggested that the Office of International Affairs communicate regularly with faculty about grants for international travel.

A motion was made and seconded to endorse the International Rankings Initiative and the Senate voted to endorse it.

### **Report on Special Faculty**

Responding to a request for information from Faculty Senate leadership, Don Feke, Vice Provost for Undergraduate Education and Faculty Affairs, presented data on special faculty who teach in the schools and the College. Vice Provost Feke provided data from the CWRU Office of Institutional Research for the fall of 2016 and 2017, including the numbers of special faculty and credit hours taught by this group in undergraduate as well as graduate and professional school programs. The Executive Committee requested longitudinal data to compare the numbers of special faculty before and after creation of the SAGES program. Vice Provost Feke said that he would try to have this data by the January Senate meeting.

## **Proposed Revisions to the Faculty Handbook**

### **Proposed Revision to Senate Nominating Committee**

Professor Kenneth Ledford, chair of the Senate By-Laws Committee, presented a proposed revision to the membership section of the Senate Nominating Committee charge. Faculty who serve as deans within their school or the College should not serve on the Nominating Committee at the same time. If a faculty member is appointed as a dean while serving on the committee, he/she should resign right away rather than at the end of the academic year. A committee member asked whether the prohibition would apply to any type of dean and Prof. Ledford said that it would. The Senate voted to approve the proposed revision.

*More detailed information on all items included in this newsletter are available on the Google site at <https://bit.ly/2UYBLEe>. Once the minutes have been approved (at the following Faculty Senate meeting), they will be posted on the Senate website along with all related documents.*