

CASE WESTERN RESERVE UNIVERSITY

**Faculty Senate**

Meeting October 27, 2004 - 3:30 p.m.

Toefer Room, Adelbert Hall

Minutes

Members Attending:

James Alexander  
John Anderson  
Hussein Assaf  
Bo Carlsson  
Randall Cebul  
Sayan Chatterjee  
Francis Curd  
John Decker  
Jerry Floersch  
Timothy Fogarty  
Lynne Ford  
Katherine Hessler  
Edward M. Hundert

Kimberly Hyde  
Jaikrishnan Kadambi  
Patrick Kennedy  
George Kikano  
Elisabeth Köll  
Kenneth Laurita  
Edith Lerner  
Elizabeth Madigan  
Roger Marchant  
David Matthiesen  
Carol Musil  
Georgia Narsavage  
Spencer Neth

John Orlock  
Theresa Pretlow  
Martin Resnick  
Gerald Saidel  
Paul Salipante  
Laura Siminoff  
David Singer  
Roger Starks  
Philip Taylor  
Aloen Townsend  
Constance Visovsky  
E. Ronald Wright

Others Present:

Keith Barton  
Derek Bellin  
Jeffrey Bendix  
Denise Douglas  
Joanne Eustis  
G. Cleveland Gilmore  
Jay Henderson  
Caryl Hess  
Matthew Hurley

Hue-Lee Kaung  
Robin Kramer  
Beth McGee  
Raymond Muzic  
Gultekin Ozsoyoglu  
Dean Patterson  
Patricia Petty  
Deborale Richardson-Bouie  
Margaret Robinson

Hossein Sadid  
Virginia Saha  
Matthew Schiefer  
Lynn Singer  
Kevin Speer  
Elizabeth Tracy  
May Wykle

Professor Bo Carlsson, Chair of the Faculty Senate, called the meeting to order at 3:30 p.m.

**Approval of Minutes**

The minutes of the Faculty Senate meeting of September 27, 2004, were accepted as circulated.

**President's Announcements**

Dr. Edward Hundert thanked all involved with making the vice presidential debate such a successful event for Case. The visibility gained exceeded our highest hopes, and the Commission on Presidential Debates suggested a favorable review should we make application for a future debate.

In other news, Dean Myron Roomkin begins his tenure at the WSOM this Monday, November 1. Dr. Julie Gerberding is to be presented with our Distinguished Alumna Award (by President Hundert) in Georgia on October 28, and knowing that an extra effort helps with admissions, she has offered to send her own letter to prospective students encouraging them to come to Case.

Dr. Hundert said that the University Fringe Benefits Committee and the Faculty Senate Compensation Committee have worked together for a better process to arrive at a benefits package this year.

The last news was that Case will soon have a new presence in downtown Cleveland in the Halle Building. A number of administrative support offices such as Controller, Purchasing, and Development and University Relations will soon be moving, opening up space for academic programs on campus and allowing the Baker Building to be razed.

**Provost's Announcements**

Dr. John Anderson noted the strategic planning efforts and the anticipated November 30 retreat

on campus for administration and 80+ faculty. Another meeting is scheduled for the end of January prior to the deans making their strategic plan presentations to the university trustees in February. He anticipates then being ready for our accreditation review in mid April.

The provost said there has been discussions on a new option for retiring faculty in an effort to open up tenure places for new faculty. He anticipates this will be available for July 1, 2005, and wants to give ample time for faculty consideration.

Child care facilities on campus to improve our ability to diversify our faculty are being planned. Vice Provost Lynn Singer added that up to 75 places would be available for toddlers through age 5.

Dr. Anderson noted that the partner-hiring policy approved last year has two aspects to it, finding a position for the trailing partner and the financial incentives.

Dr. Lynn Singer announced that Professor Charles Rozek has accepted the half-time position of Dean of Graduate Studies. He brings years of experience on this campus to the office.

### **Chair's Announcements**

Professor Carlsson had no announcements to make.

### **Report of the Executive Committee**

Professor David Singer reported that the committee had met in the Dively Board Room. The agenda included the recommendation that the revised by-laws for MSASS be placed on this agenda for consideration to approve by a vote of the Faculty Senate. The Research Committee presented a report on a policy and guidelines for authorship which was returned to committee for further modifications.

There were announcements about the success for the vice presidential debate, and from the provost, a preview of a proposal to come on retirement benefits. The schools of Dental Medicine and Engineering have asked to be allowed to make joint faculty appointments, which request has gone to the By-Law Committee for review, and the FPB School of Nursing has asked for a two-year exemption to the Faculty Handbook rule on faculty proportion which is on this Senate agenda. The Graduate Studies Committee supports a request for a name change to a Weatherhead degree to become the Master of Science in Positive Organization Change and Development, which is also on this agenda.

Members of the Executive Committee were taken on a short tour of the new North Residential Village construction site.

### **Report from the Graduate Studies Committee**

Chair Kenneth Laurita reported that the committee had met with representatives from the Weatherhead School of Management and unanimously recommends passage of the MOTION to accept the name change for the degree formerly known as the M.S. in Organization Development and Analysis to become the Master of Science in Positive Organization Change and Development. This is presented with the recommendation of the Executive Committee. There being no discussion, the vote was taken and approved unanimously, 34 - 0.

### **Report of the By-Laws Committee**

Chair Georgia Narsavage moved for approval of the MSASS by-laws which have been amended to be in compliance with recent changes to the Faculty Handbook. They have added a new non-tenure track to their faculty who will have the ability to move through ranks. The MOTION to approve was passed unanimously, 34 - 0, without any discussion.

### **Request from the FPB School of Nursing for Exemption on Proportion of Faculty on Tenure Track**

Dean May Wykle spoke in favor of allowing the school an exemption from the Faculty Handbook rule on the proportion of faculty who are tenured or on the tenure track. Their request is for a two-year period and for no more than 52% of their faculty being non-tenure, to allow the school time to adjust for a large incoming class and time to prepare their faculty at the doctoral level. Chair Carlsson noted that a modified statement had been distributed at the beginning of this meeting and that would be a version on which this vote is to be taken.

After brief discussion on the self-imposed limitations, which also address concerns raised in the Senate last year when the School of Medicine requested an exemption, the MOTION was approved unanimously, 35 - 0.

## **Faculty Diversity Report**

Professor Beth McGee, the faculty affirmative action officer, said that this is the report usually presented in April, but additional time was required to make a correction of how the School of Medicine was counting their faculty. She spoke with great enthusiasm on several initiatives - the ACES award, Provost's Opportunity Funds, President's and Provost's initiatives, and extension of leave benefits for childbirth or adoption. There is also a new partner-hiring policy which offers to help with relocation of a partner or spouse.

Our concerns are the low percentage of retention of junior or senior women faculty, the absence of women in leadership roles, resource allocation for the Ethnic Studies and Women's Studies programs, the campus climate, and recruitment and retention. Affordable child care was also a concern, but that is now being addressed, with more to be announced soon.

When looking at graphic representations by rank in the various school, Professor McGee noted that this only included School of Medicine faculty who are paid by Case; and though the numbers have increased, the percentages remain the same. We have made progress, but there is still room for improvements.

Two comments from senators were the desirability of having some of these breakdowns by age as well and about the importance of mentoring in retaining women in the profession, something which is being addressed with our ACES program. Another factor, along with the mentoring, is tuition support at the graduate student level.

Our partnership with Fisk University is both an important indication of our commitment to minority students and benefits us in seeking grants; noted also were health area training grants and loan forgiveness programs.

Various suggestions were made, one of which was not to include Asian minorities in these reports, a group for which this university is not under-represented; and the suggestion by Dean Patterson, of piloting an interviewing program for recently hired faculty of color and women to see how they felt things were going after a few months. This would help the newly hired faculty feel that having their needs met and supported was important, and could be used by the deans to more effectively meet, evaluate and understand the needs of newly hired under-represented faculty.

The meeting adjourned at 4:35 p.m.

Lynne E. Ford  
Secretary of the Faculty Senate