

CASE WESTERN RESERVE UNIVERSITY

Faculty Senate

Meeting November 18, 2004, 3:30 - 5 p.m.

Toefer Room, Adelbert Hall

Minutes

Members Attending

James Alexander	Paul Gerhart	David Matthiesen
John Anderson	Katherine Hessler	Shirley Moore
Hussein Assaf	Susan Hinze	Theresa Pretlow
Bo Carlsson	Edward M. Hundert	John Protasiewicz
Sayan Chatterjee	Jaikrishnan Kadambi	Martin Resnick
Sara Debanne	George Kikano	Gerald Sidel
John Decker	Elisabeth Köll	Robert Salata
Robin Dubin	Joseph Koonce	Laura Siminoff
Kathleen Farkas	Kenneth Laurita	David Singer
Jerry Floersch	Kenneth Ledford	Roger Starks
Timothy Fogarty	Edith Lerner	Constance Visovsky
Lynne Ford	Elizabeth Madigan	E. Ronald Wright

Others Present

Daniel Anker	Robin Kramer	Joseph Prael
Christine Cano	Virginia Leitch	Charles Rozek
Joanne Eustis	Raymond Muzic	Hossein Sadid
Carolyn Gregory	Elizabeth Olson	Lynn Singer
Caryl Hess	Gultekin Ozsoyoglu	
Tony Kinslow	Dean Patterson	

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 October 27, 2004, were accepted, with the request to include some additional comments which had been made regarding the Faculty Diversity Report.

President's Announcements

Dr. Edward Hundert announced that Vice President Susan Shurin would be leaving to accept a position as a partner with the search firm of Issacson Miller, effective January 1, as they expand their expertise into medical areas. Dr. Shurin has had an important role in Board reform and recruiting of administrative staff. On her recommendation, that office will be closed and the duties distributed: Jeanine Arden Ornt will handle Board governance issues and become Secretary of the Corporation, while Board meeting operations will be handled by Erin Walsh in the Office of Conferences and Special Events, with Ellen Caruso serving as primary contact for trustees with the Office of the President.

Dr. Hundert commented on a question about a recent media article and comments from Mr. Peter B. Lewis that it is our responsibility to partner with other institutions and the city to make things happen. He said that many of the ideas generated in response to Mr. Lewis's call for action are, in fact, moving forward.

Provost's Announcements

John Anderson reported that a faculty retirement option plan recently announced has been approved by the Board of Trustees, and all faculty will be notified, with a detailed package going to all those who are eligible in the schools that will offer the plan in 2005, so faculty can make a decision in the next few months.

He announced a president's research initiative partnership with the Board of Regents with \$300,000 in seed money and matching funds from the Technology Transfer Office and the schools. The purpose of these grants is to promote interdisciplinary research and scholarship and open new avenues of study by funding ideas not sufficiently developed to get external funding. More information will be made available.

The Technology Transfer Office showed a profit in 2004, which has been reinvested in research and also used to establish contingency funds for the office.

Undergraduate applications are ahead of last year. The faculty has been very helpful in recruiting efforts.

Provost Anderson's final announcement was for the holiday party to be held in Adelbert Hall on December 17, starting at 3:00 p.m., to which all are invited.

Chair's Announcements

Professor Carlsson said that all committees are hard at work; the Budget and the Faculty Compensation committees will be reporting at this meeting. He also noted the plan to hold a Senate holiday reception after the December 13 meeting.

Report of the Executive Committee

Professor David Matthiesen reported on the meeting of November 4. President Hundert welcomed the dean of the WSOM, Myron Roomkin, to campus and noted that the new proposed fringe benefits package was completed. Provost Anderson said that he wishes to improve social interactivity and plans to survey the faculty and staff about which events would be most appreciated. The provost also discussed a proposal for a faculty retirement option. Other agenda topics discussed were a request from the Faculty Diversity Officer for membership on the Faculty Personnel Committee and a request from the Minority Affairs Committee for a review of their charge and composition; both of these items were referred to the By-Laws Committee for study and recommendation. There were reports from the Budget and the Faculty Compensation committees and a discussion on the idea of creating an ad hoc committee to review and advise on the type, purpose, and value of faculty surveys. The agenda for the Senate meeting was approved.

Report of the Budget Committee

Professor Kenneth Ledford reported for the committee chair, Glenn Starkman. He highlighted the written report which was attached to the agenda. Meetings have been held monthly, with Provost Anderson or Vice President Christine Ash and Assistant Vice President Virginia Leitch from the Planning and Budget Office in attendance. Their assistance in an understanding of the process and allowing for input from the committee is greatly appreciated. Among the issues addressed have been the regular items of tuition revenues, research awards, and proposals. Four short-term issues received attention: some shortfalls in excess of budgeted deficits in certain management centers of up to \$3 million and certain miscalculations and misallocations of undergraduate tuition revenues causing a \$3.1 million shortfall, both of which situations are being addressed with an improved process of forecasting and budgeting with each management center; spending on the vice presidential debate in excess of revenues which will be covered by Vision funding and an assessment of effectiveness in improving name recognition; and the decision to hold down a planned undergraduate tuition increase to 7%. The committee has encouraged the continued monitoring of the market attractiveness of SAGES and other aspects of the undergraduate environment to prospective students to ensure that long-term projections are realistic. The committee is also engaging in exploration of some long-term issues of undergraduate class and faculty size and tuition. The committee stated its awareness of the challenging and exciting times at the university and its commitment to engage in serious and substantive discussions.

There were questions on several of the above points, each explained and with the promise of further monitoring. Of particular interest will be discussions on the possible effects and benefits of a class size larger than 900 first-year undergraduate students.

Report of the Faculty Compensation Committee

Professor Theresa Pretlow is serving as committee chair and had also submitted a written report with the agenda. The committee has met twice and continued discussions from the previous year on long-term health insurance, performance reward salary supplements in the schools of Medicine and Engineering, salaries in relation to the Senate resolution of April 2003, and attempts to develop a 3-year fringe benefits plan. Each of the above noted issues was amplified:

- Our provider of the long-term health plan is TIAA-CREF who is in the midst of selling that insurance to Metropolitan Life so it is presently frozen.

- The performance reward salary supplements are under review by Provost Anderson.

- Case's faculty salaries were compared two years ago with 10 peer schools; in April 2003 the Senate voted to approve a resolution which urged the administration to develop and implement plans that give urgent priority to raising faculty compensation at least to the median of peer institutions beginning in the next fiscal year's budget process. The committee invited the provost to meet with them and comment on what plans have been developed and implemented, to date, to achieve the goals and where do current salaries stand. From the data provided by the provost, it is difficult to know whether we are gaining or losing ground since a different format was used and the present comparison group is a larger number of schools.

- Fringe benefits: last year for the first time, all university employees were asked to share in the cost of basic health coverage; our median plan is considered to be equal to or better than our peer institutions, especially for families; shared cost will continue to increase from 10% in the current year to 13%, 15%, and 17% in the three-year plan. There was some initial confusion in the way a change in spousal coverage was presented: each spouse will be allowed to choose their own health coverage but will no longer be able to take Benelect dollars out of the plan for a healthcare spending account. Our dental coverage is highly ranked among peers, while life insurance is low, so that will be reviewed for possible improving. Our short-term disability is above the median and long-term is at median. Tuition benefits will increase from \$1000 to \$2000 for courses taken outside of the institution. Overall, our benefits program is strong, and HR is looking for ways to distribute the fringe benefits dollars equitably over all employees.

There was some discussion on salary supplements being contrary to the spirit of the handbook regarding possible reduction in faculty salaries, and it might be a negative factor in faculty recruiting and retention. It was urged that this be further discussed with personnel in Human Resources for a number of areas of concern about inequities.

Chair Carlsson thanked Professor Pretlow for the thorough report and discussion and thanked the administration for their openness in this discussion and the work of the committees.

The meeting was adjourned at 4:50 p.m.

Lynne E. Ford
Secretary of the Faculty Senate