

**MINUTES OF THE MEETING
OF THE FACULTY SENATE**

SEPTEMBER 10, 2014

PRESENT: Berlin Ray, Boboc, W. Bowen, Delatte, Delgado, Duffy, Ekelman, Elkins, Engelking, Fodor, Galletta, Goodell, Gross, Hampton, R. Henry, Hoffman, Holland, D. Jackson, Kalafatis, Karem, Kosteas, Krebs, Lazarus, Little, Liu, Lupton, Majette, Margolius, Marino, May, Mazumder, Nawalaniec, Niederriter, Robichaud, Shukla, Spicer, N. Sridhar, Storroud-Barnes, Talu, Visocky-O'Grady, W. Wang, Wolf, Zingale.

R. Berkman, Dumski, Jadallah, LeVine, Mageean, McHenry, Sadlek, Sawicki, G. Thornton, Zachariah.

ABSENT: Dixit, Dobeck, Gorla, Inniss, S. Kaufman, Lehfeldt, K. O'Neill, Rashidi.

Artbauer, Boise, M. Bond, C. Brown, J. Ford, Halasah, E. Hill, Karlsson, Kubovcik, Lock, Mazzola, Novy, Parry, D. Ramos, Spademan, Triplett, B. White, J. Zhu.

Faculty Senate President Joanne Goodell called the meeting to order at 3:05 P.M.

I. Approval of the Agenda for the Meeting of September 10, 2014

Senate President Joanne Goodell announced that she needs to request some minor modifications to the Agenda. She noted that the presenter for Item X. University Faculty Affairs Committee, Professor Jeff Karem, will be presenting not as UFAC chair, but as the AAUP Chief Bargaining Officer about the negotiations, not about the Workload Policy listed on the Agenda. She noted that this was a miss communication. In addition, Item XI. Advancement – Alumni Records and Solicitations, unfortunately has to be postponed until the next Senate meeting due to other commitments of the Advancement Office but they will be very pleased to be here at the next Senate meeting on October 15, 2014. Dr. Goodell then noted that Item XII. Policy Changes, should have stated “Policy Changes in the Summer” and she will be leading that discussion. She added that Rachael King, Chief Compliance Officer, is at Senate today to answer questions.

Senate President Goodell then asked for a motion to approve the Agenda for today's meeting. Senator James Marino moved and Senator Barbara Hoffman seconded the motion. Dr. Goodell then asked Senators to vote. The motion to approve the Agenda as amended

Duffy for twisting her arm and getting her to do it but seriously, she really had a very amazing three years. She thanked Dr. Duffy for his support on that.

VI. Report of the President of the University

President Ronald Berkman welcomed everyone back to campus. He noted that as we start his sixth year as President and sixth assembly of the Faculty Senate and we also, of course started at an auspicious time

and again, thank Dr. Goodell for his service to Faculty Senate, to the students and the university that he has provided. He

Enrollment –

Deans introduce their new faculty was really just a wonderfully inspiring experience. We have an amazing group of new colleagues. Again, he thanks the Faculty Senate because they are the faculty and their colleagues who served on the committee to do this and the Deans and the Chairs and the Provost's Office who brought it to conclusion.

Finally, President Berkman talked about the Campus International School which

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who are there. After all, under Dr. Peter Meiksins' directorship, it didn't turn into a College full of Social Scientists and Dr. Barbara Margolius' leadership didn't turn into a college full of Mathematicians. Actually, as it happens, the majority, some of them may regret that, but that's how it is. Actually the majority of our students at the moment in the Honors College and the students in the Scholars are STEM students. If anything, it may create a balance and, as we know, the term humanities is a broad term and she thinks we will welcome lots of applications. She thinks that having an Endowed Chair will also make it very attractive as a Deanship. So, that is the Honors College. Provost Mageean noted that she would be happy to take any questions later.

The 4 to 3 Conversion – Provost Mageean stated that for the 4 to 3 conversion, she wanted to thank all of the faculty who were working with her and the Senate leadership for a year to make sure that this happened and happened well and all of the advisors, with the central advisors in the colleges for all of their efforts in getting students to meet and sit down with them and plan their courses. She noted that actually, not only did we have a very high percentage of those students doing just that, but it actually had an impact on our returning students. Actually the numbers of returning students are up by

package of packages that she is aware of. First of all, the evaluation of packages, the electronic one that students could use their I-Pads, tablets and phones – Blue – which we will give a green light to so she is not mixing her colors – so we give a green light to Blue and that is being beta tested this fall. The entire School of Nursing has signed up for it and then there are a number of other departments who have volunteered so that will be implemented this fall. Giving us good feedback and then all being well, we will move forward this spring with that implementation. Provost Mageean stated that we are also moving forward with Curriculog which is something that has the endorsement of the Faculty Senate. She noted that there was a demo a few weeks ago organized by IS&T for

then everybody is at a disadvantage. When people need visitors and lecturers, we shouldn't leave classrooms and spaces empty. The temporary money will be made available to people to do that. But, in terms of the allocation of the permanent resources, we need to take our time to make sure that is done properly. Provost Mageean added that she does hope that we can do this as soon as possible and we are all sort of pretty quickly trying to get these things done. She said that the good news at least is we are all aligned. It doesn't make sense to do any one of these things unless we are talking to the other parts of the hand. Her goal is to have that rather like – she can't remember if it was Carnegie or some other philanthropist who said that on his death bed he wanted his last check to bounce. She added that she sort of feels like that about faculty lines. She really must make sure that they are all allocated in the position.

Provost then talked about GenEd. She noted that everyone will hear a little bit more about that this afternoon. It is being the desire of both Faculty Senate leaders, herself and the President is trying to get someone in the position of oversight for that. She has been recruiting names for a faculty member who might want to take this on; it is not a full-time job but it would certainly be part-time with course release and stipends and some names have been suggested to her. She welcomes any other nominations, either self or from any faculty who might want to take on that role of helping them oversee and make sure they have coherent and properly functioning GenEd.

Finally, Provost Mageean thanked everybody very much for their time and said that she would be happy to answer their questions.

Senator Andrew Gross asked Provost Mageean, “So in summary, your view and the President’s view is that the switch from a 4 to 3 format is a beneficial stat looking back or a neutral stat at worse?”

Provost Mageean responded that she knows that they budgeted for some loss of credit hours and obviously we did lose some credit hours and because there is a slight increase in our part-time population, maybe it is a little bit more than we thought but given that we are just in the first semester, obviously these things are behavioral and cultural adjustments, she thinks this really will play itself out over the next two to three years. She thinks it is more pause than many, many people thought or predicted it would be. Of course, all of those things are affected by other intervening variables like the economy, etc., but yes, she would think it has gone well and again, a lot of that is thanks to everyone.

Senate President Goodell said that we all missed that there is no question time on the Agenda. During the whole last year, we approved at Steering a change to the format

be opened for another fifty years. So if anyone has an item no larger than a notebook, they are welcome to drop it off at the Student Government Office or come to the event and place it in the time capsule themselves. Ms. Dumski said that SGA is very excited to

that effect. He noted that the letter was distributed to members over the summer and as a result of these negotiation assurances, the negotiating team brought the proposal back to the Bargaining Council to say let's proceed with Interspace Bargaining and see what we can get done.

Dr. Karem said that he is pleased to report that they have made a significant step forward towards a collaborative negotiation process. They have met with the administrative team twice. The chief negotiators have met with the Federal Mediator, who provides services free of charge. Dr. Karem noted that they are set to undergo Interspace Bargaining training of their first full day meeting at the end of the month, hopefully on September 30, 2014. He should also say that having done parent help at his son's preschool over the summer, he has also received significant training in other mediation and collaborative relationships with anything that involves the sandbox or playground.

Dr. Karem reported that they are optimistic that we are moving forward towards a better negotiating relationship. He thinks the feedback that was provided at discussions that were open during the summer. In an instance when people are raising their voices and the voices being listened to. He encourages everyone as we move forward, particularly since we are starting the negotiating process in earnest now, if anyone has concerns, if you have questions, please don't hesitate to contact him or other members of the negotiating team. He added that the members can be found on the AAUP website.

At this point, Dr. Karem asked if there were any questions.

Senator Barbara Hoffman stated that she believes that the extension of the time for faculty to post comments on the Workload Policy was into the fall semester but she doesn't recall the date and asked Dr. Karem to repeat that.

Dr. Karem replied that he doesn't know what the extension was on the website but he knows that right now everything is on the table ahead of negotiations. So as long as we are involved with in good faith negotiations, we have assurances that the Board is not going to act on implementing any Workload Policy. He added that they are seeing what they can do at the table to work this out.

Senator Robert Krebs noted that it is still on the website.

President Ronald Berkman commented that there are just two tracks now. He noted that Dr. Karem is asking that you send comments to him directly. You can send comments to both places but the comments that were on the site were related to the Board Policies. So, now that we are engaged in a collective bargaining discussion about workload, Professor Karem was asking that people redirect comments to him concerning the Workload Policy.

Dr. Karem said yes and said that he thinks that is the case because in Interspace Bargaining, they are not sitting down with a pair of documents marking them up. They

changes and they were also passed on an interim basis based on a judgment that the Student Code of Conduct needed to be published in time for students to begin in the fall. The changes that are currently posted on the website were adopted this summer by Vice President Yarbrough as interim policies and are intended to go to the Board at its September meeting.

Ms. King reported that at the Steering Committee's request, she also posted a redline version against the version that was last published in the 2013-2014 school year. There is redline so that everyone can see the changes that are being discussed.

Ms. King replied that substantively, she doesn't think that that is her call because when folks come and ask her to post a draft policy for consideration, that's her role but part of her role is to make sure relevant stakeholders are involved in the process. And

around policies that impact faculty being dealt with during an academic year to the extent possible. Obviously, there are legal issues surrounding certain things that it may not be possible but she believes this is certainly proven an issue that needs to be dealt with. She added that UFAC would work on that and come back to Senate and then go to Legal Counsel and see when we can move in a positive direction.

XIII. Student Success Initiatives (Report No. 6, 2014-2015)

Professor Meiksins reported that one project they are working on with a couple of colleges as a pilot project and which they are hoping to extend to other colleges as well is a project of more aggressively using degree maps as an advising tool. He described CSU as a checklist university where we evaluate students' progress by checking boxes to see that they finish things but they don't always look at whether they've done them in a particular order. He noted that sometimes that makes a great deal of difference.

point and asking the Admissions and Standards Committee to help them determine how they should proceed when they find students who are off track. He asked, "Should that just be an occasion for an advising conversation or do we force things if a student's four or five semesters into an engineering program and hasn't been able to pass calculus, do

Ms. Heinrich reported that the other thing she wanted to talk about is TASC. Sometimes she finds herself in interdepartmental meetings talking about Starfish and they don't necessarily know that we have a Tutoring and Academic Success Center. So, she is here to spread the word one more time that we do have a Tutoring and Academic Success Center and it continues to grow. Over the last year, there were 5,000 of our undergraduate students that we actually encountered either through tutoring or through success coaching or through SISLA and she can say that these efforts are all working. For example, our English 101, which is now completely supported by SLA, the passage rate in that course increased to 86%; five weeks ago that pass rate was 65%. There is really wonderful work being done in the Tutoring and Academic Success Center. She added that they are continuing to investigate the courses that should be unsupported through the services so if anyone has any ideas, please feel free to touch base with Heike so they can talk about the various subject areas.

Ms. Heinrich thanked everyone for all of their efforts.

Senator Eileen Berlin Ray commented that she was curious that Heike was suggesting the importance of study abroad for a semester and our new Provost needs to do that for all semesters.

Ms. Heinrich stated that she thinks that is a great idea.

Dr. Berlin Ray noted that she is just wondering how we then keep the students here on track for four years if they do a semester abroad. Urging them to do that doesn't that throw off the four-year plan.

Ms. Heinrich replied that it is her understanding that actual credit can be brought back to the university to count.

Dr. Meiksins commented that one of the things the International Office does is they will work with the departments and with the institution to which the student goes to figure out what courses the students will take when they go there and how will they transfer back. He added that it is quite possible for a student to actually acquire credit there that will transfer back and they will stay on track but it requires planning which is why talking to them and not just deciding, "Oh, I think I would like to go to Poland" is the way to go.

Provost Mageean noted that something she failed to mention is that the International Office is now under Academic Affairs.

XIV. Assessment Plan for GenEd (Report No. 7, 2014-2015)

Dr. Joshua Bagaka's, Director, Student Learning Assessment, stated that just like the previous item, this item is for information only. He noted that everyone should have received a document that outlines the plan we have for the assessment of general education. He stated that he wanted to go into greater detail related to highlighting a few

Dr. Goodell asked if there were any questions for Dr. Bagaka's. There were no questions concerning the Assessment Plan for GenEd.

Dr. Goodell asked faculty to circulate the document from Dr. Bagaka's to their colleagues and caucuses and to forward comments and suggestions to Dr. Bagaka's at j.bagakas@csuohio.edu.

**XV. Minority Affairs Committee 2013-2014 Annual Report
(Report No. 8, 2014-2015)**

Dr. Goodell reported that we do have one annual report received from the Minority Affairs Committee. She noted that Senate doesn't usually do anything with those report other than noting that we have received them. She added that if there are any action items in the report, it would be up to the next Senate President to worry about.

At this point, Dr. Goodell noted that before questions, she did have one other announcement. The date of the October 8, 2014 Senate meeting was changed to Wednesday October 15, 2014. In addition, Dr. Goodell reported that we do have some room changes. We

Dr. Goodell noted that this issue would have to go through UFAC (University Faculty Affairs Committee).

Senator James Marino stated that, as the outgoing chair of the Admissions and Standards Committee, he blames the fact that a relatively junior lecturer got this assignment while the outgoing chair of the Admissions and Standards Committee admits being a big fool, he thinks that this is something that UFAC should take up because lecturers are a relatively new category. He doesn't think Bargaining Unit, per se is the issue but he doesn't believe that we should assign an Assistant Professor to this kind of

Professor Karem responded that everybody sends things to UFAC these days. UFAC is the new UCC. He said that he thinks UFAC will look at this. He would just say that it is a provisional suggestion. Language could be used that says something like, "Only faculty who have undergone a probationary period can serve as a chair, whether they were a lecturer or a Bargaining Unit member; they've gone through and had successful reviews such that they have acquired senior status, or something like this.

Dr. Goodell noted that there was precedent last year because Andy Resnick did not have tenure at the time was the chair of the Budget and Finance Committee so there is definitely a precedent for it to occur. She added that the Senate can do whatever the Senate wishes regarding the status of folks who take on chair positions. So the issue will be taken to UFAC.

Senator Susan Storrud-Barnes received a report on how many new faculty hires were made. We did not receive a report on attrition nor did we receive a report on how many people left to go to other universities in terms of faculty members. She asked if we can get those numbers because if we are talking about changes in the Workload Policy, we really need to see what our attrition rates are, we really need to see how many people are leaving, and if we do have new income, she would like to see how many left and what the balance is.

Dr. Goodell responded that the Provost has agreed to provide us with that information. Provost Mageean said that yes, she would be happy to do that. As everyone might imagine, given the changes in STRS, most of what we will receive is attrition due to retirements this year. Next year, will be quite significant and carryout ways in the other kind of movement, but she would be happy to break them down. She noted that we don't always know all of the motives or reasons but the extent that we can distinguish those who have retired and those who have not retired, she would be happy to do that. She added that the college Deans might know why.

Professor Storrud-Barnes noted that she is less concerned with reasons than real numbers. She would like to know if there is a deficit in the number leaving versus those coming in.

Provost Mageean again said that she would be happy as always to give her that information.

Dr. Karem said that he cannot speak definitively to the number of college lecturers because he has not gotten the report on the Fall Q Q q 12.00004 12 587.9999 768re W n /Cs1 cs 0

Professor Marino stated that it also includes lecturers who passed through sixth-year reviews so with that, we are up.

Dr. Goodell commented to the Provost, “You will bring that to the next Senate meeting. Thank you.

Dr. Hoffman thanked President Berkman for his report on the Campus International School plans. She said that she understands that it is going to be built by the Cleveland School District. She asked, “Are they also going to buy the land?”

President Berkman replied, “No. We are going to lease the land to the Cleveland Municipal School District in the fashion, for example, that we leased the land to Langston when they built on university land. So, there is not a purchase of land; there is a long-term lease. There are a number of options; they could actually purchase the land because

recommended for the university was to have a way of managing curricular proposals and taking them through. The software system that we used for the 4 to 3 conversion process was woefully inadequate which would be a very simple way of saying it. Yes, it was quite difficult to manage the process with the system that we had and one of the recommendations the UCC made was to explore other options. In this particular system, one of the members of the UCC last year had actually seen a demo of this Curriculog system at a conference. The system is developed by the same company that creates the catalog system. The two software systems actually work together and would make life much easier in terms of reviewing curricular proposals and keeping everybody in the process accountable to what is going on.

Professor Beth Ekelman had a question for the Provost. She noted that Provost Mageean had mentioned that the university is going to be paying for some of the renovations for the Honors College and that that money is coming out of reserves. She asked, "How much is that and how much money is the university contributing and is it typical to use reserve money for that type of expenditure?"

Provost Mageean responded that she could give Dr. Ekelman the amounts but actually either the President or Vice President Long would be better positioned to respond on what is typical. She said that she believed Tim or...

Vice President Stephanie McHenry reported that the total amount we are going to present to the Board for permission to use from our reserves is \$4.02 million and that is comprised of \$2.75 million that is an additional scope for the Center for Innovation and Health Professions and \$1.27 for the Honors College. The total Honors project, inside and out, is \$1.8 million and we are funding \$1.2 million and Mandel is funding \$600,000. She went on to say that to put that into context, we have excess reserves in two places: one from normal cash flow and one spot for our long-term investments so that total is about \$98 million. She said that she thinks it is a very appropriate use of those long-term dollars to basically converting it from long-term cash-like assets to long-term building assets and constitutes about four percent of that total.

President Berkman asked if it is typical. He thinks it is a very widely used practice for the university to agree to match a contribution that's dedicated to bricks and motor. We renovated the Main Classroom building and it was a nice renovation and the only problem is that it is a renovation that faces the old quadrangle so no one sees that beautiful piece of renovation of the Main Classroom. He noted that what we are having on this corner, and he would have sought to do this, he believes we got fortunate. The main intersection of the university is now the Student Center, the Center for Innovation and Health Professions; on the other corner Trinity Cathedral and a very, very dismal looking Main Classroom building on the fourth corner. He thinks again, he would have sought to do something on that frontage, we happen to get a donor who gave us \$600,000 of it. He hopes we will get in below what it is, but it was an opportunity to do something really important for both the look of the university and for the prominence of the Honors College. So, he thought it would have been unfortunate to put the Honors College in the Main Classroom as the Main Classroom frontage looks now.

Provost Mageean reported that in the Urban College, they already had a discussion and came up with a plan. Some colleges are actually moving with their faculty quite quickly.

Professor Karem said he had a question about, wonderful to hear the phrase, Endowed Chair of the Humanities. We don't hear about the humanities, especially in Northeast Ohio, but he was curious about the thinking behind having that endowed chair be a dean's position. It seems disproportionately that we have more and more Endowed Chairs going to administrative positions rather than to people who are hired purely for their research or their teaching. He said that this doesn't seem what most of our peer institutions do because generally if you want to give prominence to a particular field, you have someone come into their research or develop their graduate program in that area, rather than administering a college. Administering a college is a wonderful thing to do but he is just wondering what the rationale was behind pegging that Endowed Chair to a Deanship rather than to just humanistic research or teaching because you will get very different candidates for those positions.

Provost Mageean commented that the President probably could speak to the particular inclination of the donor. As she mentioned before, he has a great love for the humanities and this was part of his request. Actually, she believes that it is quite common in many universities for their deans to hold Endowed Chairs. Obviously, in doing that you want to recognize somebody who not only is an administrator but also has

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out. There is no precedent so we will have to work that out as we go along and bring that back.”

Dr. Sridhar stated that he had one more point on the Honors College. He reported that there is a short proposal that has been prepared by the Honors Council and was