

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

**MARCH 4, 2015**

**PRESENT:** Berlin Ray, W. Bowen, Delatte, Delgado, Ekelman, Elkins, Engelking,  
Fodor, Genovese, Henry, Hoffman, Holland, Holtzblatt, D. Jackson,

had any comments about the Minutes. He reported that Violet found a couple of errors and will make those corrections. He then asked for a motion to approve the meeting Minutes. It was moved and seconded and the November 5, 2014 and December 3, 2014 Senate meeting Minutes were approved unanimously by voice vote.

### **III. Report of the Faculty Senate President**

Dr. Sridhar stated that today's Agenda does present us with the possibility of the meeting actually being done on time. He commented that he did want to make note of the university celebrations and the Presidential Forums that have been going on. He reported that he has been going to all of these events and they are actually pretty good. He noted that we had one this morning and of course he loved it because it was all about engineering and innovation and all that kind of stuff. In addition, there was a little bit of a surprise at the end; there was a gift that the GE Foundation made to create a scholarship fund for students that are graduating from the MC2STEM High School and going to CSU in STEM majors. He went on to say that \$500,000 was for GE scholars over ten years. He added that this is a nice thing. He supposes that this has become the new standard when we have these forums. The next Deans better be sure that they have checks waiting at the end of these forums. He noted that additional events are planned and he would encourage faculty to attend them if their schedules allow.

Dr. Sridhar said that the other big thing he wanted to appraise every one of that he has been involved with is the Enrollment Task Force. He has been talking about the Task Force at several of the Senate meetings and there have been a few changes in the way that the committee has been constituted. He noted that the mission has been broken up into two pieces. The large mission, of course, is to develop a comprehensive enrollment plan for the university and that's going to be an exercise that he is sure that we will have several government steps that we go along with. But, there is also a quicker short cut for the committee to see if they can come up with quick turnaround strategies that will actually have an impact on enrollment in the next academic year. He stated that the committee has been working as two subcommittees – Data Subcommittee and Strategies Subcommittee – both groups have been working on these pieces. Dr. Barbara Margolius is on the Data Subcommittee as the faculty member and Dr. Jordan Yin and he are both on the Strategies Subcommittee. He reported that the groups have been looking for things that don't take a whole lot of resources and that don't require a large amount of work but will still result in increases in enrollment for the next academic year. He added that examples of those are things like identifying programs that are limiting students coming in because of the lack of resources. The Provost actually has worked with the Deans and has been looking at authorizing visitors or quick turnaround faculty appointments for the next academic year in programs that are basically bursting at the seams because there are too many students and not enough faculty to teach courses, etc. and this is one example of those kinds of initiatives.

Speaking of faculty hiring, Dr. Sridhar stated that he is sure that the Provost will mention something in her report but his department chair did let faculty know in their department meeting that Deans have been asked to submit faculty position requests for

FY 17 and those requests are due in a couple of weeks so all of us should be hearing from our department chairs. If faculty have not heard from their department chairs, perhaps the faculty should talk to them. Dr. Sridhar noted that there are a few searches that have been authorized for the next academic year and there are a few moving on but then we are now talking about a real hiring cycle for the following year and so we will wait for the Provost to tell us more about it.

Dr. Sridhar reported that there has been a bit of an update on the curriculum approval process on the curriculog system that we have reques

epic of tolerance and respect was breached with the discovery of hateful graffiti on the first and fourth floors of the Main Classroom building. Behavior like this seriously diminishes a learning environment at a campus community that is a source of pride. Cleveland State police are investigating this matter as a hate crime and will take appropriate measures to hold individuals accountable and to prevent further incidents. If you have any information regarding this matter, please contact CSU police. As members of the CSU community, each of us has individual responsibility to promote a culture that is based on respect, civility, diversity and inclusion.”

President Berkman noted that this is the message he had sent to all faculty, students and staff and that is the message he released to every television station who has today weighed in about the incident. President Berkman said that he would ask Senate as a faculty governance organization and as representatives of the faculty to think about a faculty or we, as a faculty, begin to talk to our students about it. He noted that if anyone went up there and saw it or saw pictures of it, it is a very unsettling image, not just for Jewish students, but an unsettling image for any student or for any group who sees it and who takes pride in the diversity and inclusion and respect and tolerance we’ve had on this campus. President Berkman said that he would ask everyone, and Senate President Sridhar whether there is a group or whether there is an opportunity for Senate President

Senator is after, and that will be the arbitrary of what is acceptable and what is not acceptable, is that this five percent somehow flows back into the pockets of students. It doesn't necessarily have to be in the form of an absolute tuition reduction but again, the deflection point is that it somehow flows back into the pockets of students.

President Berkman stated that he circulated to Dr. Sridhar and to Dr. Jeff Karem the Executive Order and the Task Force and the charge to that Task Force. He noted that to him it is a sign of cloudy times ahead at best, some very serious clouds. The energy around doing something transformational or reforming of higher education in Columbus is pretty high and continues to build so there is a lot of work.

President Berkman noted that on Tuesday, a group of our students, the presidents and others will be going for IUC day which is a day in which all of the students – and this is the first year we are using a very large cohort of students from each of the campuses – and we should have really done it before because really no one tells the story better than the students tell the story. We get paid to tell the story and they pay to tell the story so we were encouraging this year that we ought to include five of our students from each university in the delegations that will, in the afternoon, blanket the capitol and see representatives from respective districts, the leadership of the various committees, etc., and it will be a great experience for our students to see government at work or government at rest, whichever it may be. He noted that this will happen next Tuesday. He added that it is the beginning of a long campaign to make the case for higher education. We are not Kentucky, fortunately; we are not Louisiana, fortunately; we are not even Florida where the Governor today proposed a two-year tuition freeze for all state universities.





maintained. Provost Mageean noted that we are wrapping up for two other major National accrediting in 2016 with the College of Business and the College of Education. She commented, “No rest for the wicked; we just keep moving in all of these.”

Provost Mageean noted that Dr. Sridhar made mention of the positions. He has correctly sent out a memo to the Deans saying, “Okay, now please submit to us your requests for faculty positions, both lecture and tenure-track positions – mindful of course the prioritization that was done so we expect to see those requests reflect the decisions that came down from the Program Prioritization, but also saying of course if something extraordinary or unusual has occurred within that time periods, the hiatus between the results of that new process going on, that we need to be attentive that they could submit those.” Provost Mageean noted that they have moved on some of those already in areas of Engineering to Health Sciences to address some immediate areas of concern, shortfall, or we had to simply quickly get some people in position.

Finally, Provost Mageean noted that this is all she has to say on those two areas. She reported that March 20<sup>th</sup> is the deadline given to the Deans and they want to make this a very quick process. She added that it will be going through a much expedited process compared to the usual one because they have already done all of the prioritization





Dr. Sridhar asked if there were any questions. There being no questions, Dr. Sridhar asked Senators to vote. The proposal to propose a Master's program in Business Analytics (MSBA) was approved unanimously by voice vote.

**D. Proposed dissolution of the CSU-Akron Joint Master's program in Social Work (Report No. 53, 2014-2015)**

Professor Smith presented the proposed dissolution of the CSU-Akron Joint Master's program in Social Work that is due to the success of the joint program. These programs feel that it is time for each institution to have an individual Master's program and to pursue individual programs.

Dr. Sridhar stated that the UCC is proposing the dissolution of the CSU-Akron Joint Master's program in Social Work with the goal of pursuing a separate program here and at Akron. He asked if there were any questions. There being no questions, Dr. Sridhar asked for a vote. The proposed dissolution of the CSU-Akron Joint Master's program in Social Work was approved unanimously by voice vote.

**E. Proposed addition of CNS 523 to the School Counseling and Mental Health Counseling programs (Report No. 54, 2014-2015)**

Professor Smith said that the next proposal is to add a one-credit small group experience course CNS 523 to the School Counseling and Mental Health Counseling programs.

Dr. Sridhar asked if there were any questions about this proposal to add one course to the School Counseling and Mental Health Counseling programs. There being no questions Dr. Sridhar asked for a vote. The proposed addition of CNS 523 to the School Counseling and Mental Health Counseling programs was approved unanimously by voice vote.

**F. Proposal to establish a Doctoral program in Urban Studies and Public Affairs (Report No. 55, 2014-2015)**

Professor Smith stated that the next proposal is to establish a Doctoral program in Urban Studies and Public Affairs. He noted that the Urban College has had a joint program with the University of Akron which is being dissolved. Essentially, his understanding is that Akron is going out of the Doctoral program in Urban Studies business so we need a program that will be unique to CSU.

Dr. Sridhar stated this is a proposal from UCC to establish a Doctoral program in Urban Studies and Public Affairs and asked if there were any questions. There being no questions, Dr. Sridhar asked Senators to vote. The proposal to establish a Doctoral program in Urban Studies and Public Affairs was approved unanimously by voice vote.

**G. Proposed Curriculum revisions for Music Education (Report No. 56,  
2014-2015)**

at the Senate meeting on May 6, 2015 will still be entered into the Catalog for the next academic year.

Dr. Smith added to Dr. Sridhar's comments that it is understood that students may begin registering for things – not sure when that happens – but it will be before May 6<sup>th</sup> and that the Catalog will accommodate changes so what we have been told by the Registrar, as long as everyone understands, there may be some changes made after students begin to register and things that are approved at the May 6<sup>th</sup> Senate meeting can go into the Catalog.

Dr. Sridhar reported that students can begin registering at the end of March 2015. He stated that yes, hopefully, there won't be a whole bunch of these and, if there are, we can alert the Registrar's Office to see which programs will be affected.

Ms. Janet Stimple, Asst. V.P. of the Registrar's Office, stated that they will not change courses but new courses are okay.

Dr. Sridhar noted that if there are new courses, that would be okay; if there are courses that are being changed, then those... He referred to the comment he made about the approval deadline. For things that include Catalog changes, we can use the May 6<sup>th</sup> deadline but if courses are being changed for Fall 2015 and Spring 2016, that are already on campus and students have begun registering for those courses, we can't make changes beyond once students have begun registering.

Professor Smith asked if there were any questions for the UCC. There were no questions.

**VII. Budget and Finance Committee  
Administrative Operations Data (Report No. 58, 2014-2015)**

Professor David Elkins, chair of the Budget and Finance Committee, reported that

6. No additional expenses

Professor Elkins stated that based on this assumptions, we will have a \$1.6 million shortfall. He noted that this means that the estimated expenditures exceed the estimated revenue. The university, of course, cannot run a deficit. The university will need to resolve on-going discussions of program costs and priorities. In short, the university will have a “sooner rather than later” opportunity to address expenditure levels to balance the FY16 budget. He added that more information will be forthcoming at the March 17, 2015 PBAC (Planning and Budget Advisory Committee) meeting.

**Administration Operations Data:** Professor Elkins reported that it is clear that state-mandated changes in university revenues are not likely but imminent. Whether we are discussing tuition rollbacks, tuition caps, or overall student cost reductions, this change is coming. This fact, along with general dissatisfaction on the part of the entire faculty budget committee that non-academic units have not engaged fully in program prioritization, prompted us to ask the Budget Office to prepare further Administrative Operations Data.

Professor Elkins reported that last week a preliminary analysis was done and presented to the Faculty Senate Steering Committee. It was decided that it wasn't really proper to send that forward for a variety of reasons. Basically, the data was not quite good enough and he takes full blame for that. He noted that his colleagues and he are waiting for more complete data. They have asked for and the Budget Office will provide budget data from FY11 to FY14 (there may be some FY15 estimates in this data). The purpose of this data is to provide a longitudinal assessment of growth and decline. The critical year is Fiscal Year 2012. He reported that in FY12 the university confronted a significant revenue shortfall. As such, the university was forced to make widespread budget cuts. As we understand the nature of these FY12 budget cuts, they reflected areas that the university classified by degree of priority. Those units identified as higher priority were cut less or perhaps not at all and those areas defined with lower priority were cut more deeply. Part of the joint efforts of the Planning and Budget Advisory Committee or PBAC and the Faculty Senate's Budget and Finance Committee is to longitudinally track areas of growth and decline in successive budget years. By doing so, we hope to observe whether actual budgetary changes reflect previously identified priorities.

Finally, Professor Elkins stated that we have been told that this data will be available and provided to us by early April. He added that the April PBAC meeting is scheduled for April 7, 2015. The Steering Committee meets on April 22<sup>nd</sup> and Faculty

The Budget and Finance Committee report on Administrative Operations Data was received by Faculty Senate.

**VIII.**

curricular issue as well and it establishes yearly benchmark standards as well as a dismissal process for the Bachelor of Music in Music Education.

Dr. Sridhar stated that the Admissions and Standards Committee brings forth a proposal to change Admissions and Benchmark Standards for the Bachelor of Music in

until they have placed into college-level coursework in the subjects. Dr. Meiksins noted that we have set that as the university's definition of college-ready which the Board approved back earlier in the year and



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Blue for their data. He commented that actually, it is probably the only safe choice at this point to be frank; he just wanted to put that out. Dr. Karem said that on the back of the proposal, he listed the universities that use Blue, and this is selective North American universities, and Blue is used on every continent except for Antarctica. He wanted to make clear that this is not a data software product – it is mature, it's robust, it has been around for at least a decade and it

- 2) More specifically, the SEI process is intended to provide faculty feedback from students for evaluating, improving, and refining their methods of instruction.
- 3) The SEI should not be construed as the sole or primary evidence of competence or excellence in teaching. Rather, the SEI is part of a constellation of materials that document teaching performance, including, but not limited to, peer observations, teaching portfolios, and student outcomes.
- 4) Accordingly, personnel action (promotion, denial of promotion, renewal, non-renewal, merit awards, discipline, or sanction) should not be undertaken solely

reported for the first time. Pretty much almost every statistical goodie that you would like is available in the standard report out package from Blue. He added that UFAC actually liked the way it worked as it is so they simply recommended adopting the standard calculations; mean, mode mean, mode medium, bar graphs, etc. Blue allows two different comparators for the scores and UFAC recommends they be current department and college means. In terms of reporting up the administrative chain, Blue does aggregate reports of SEI data sent to chairs and deans through increasing ?? of instruction and UFAC also recommends that the chairs or their designees can have access to individual faculty reports. He added that now they currently do that because the paper comes back to the department and with the SEI system that Blue runs you get an aggregate report but obviously if the chair or dean needs to look at data they should have a chance to do both.

Dr. Karem turned to new material which is, “What about broader access? Who else gets to look at SEI data?” He said he just wanted to give a little political briefing. He noted that this is not straight out of Columbus; it is out of his part of the country, South, in Kentucky, Texas, Louisiana, etc. There is a strong push across the country for students to have access to their peers’ assessment of courses and their instructors. He

by a listing of the historical instructor mean (on the 5-point scale). Dr. Karem noted that he will talk in a second about what is sufficient historical range there. UFAC believes and this is sort of like an FDA warning statement: “The SEI should not be construed as the sole or primary evidence of competence or excellence in teaching” should be appended to these disclosures to indicate that this is an important data point. It’s what students and peers have said about this course but this is not a university approved assessment of the final and total verdict on a particular course or instructor.

Dr. Karem reported that the Office of Institutional Research will determine when a sufficient data set has been gathered to include historical instructor and course means via the CampusNet. Dr. Karem noted that this may seem a little bit abstract, but IR has been very responsive to concerns that we don’t want to put data up with the samples that have one or two offerings. This is not going to be good guidance for students and it might not be fair to courses or instructors. In general, having spoken with Tom Geaghan, Director of Instructional Research, who is very savvy about these things, he suggested that at a minimum, there would need to be three to five iterations of a particular course and a particular instructor’s offering of a course. That means that there may be some need to update it but we switched our questions, we are using a new system and, having a kind of waiting period, is actually a good thing. UFAC believes that faculty should have the same access to this data as students and this is very important for people who are going up for promotions to understand if you are having issues with scores in your English 101, maybe it is good to look at how things are with mandatory literacy courses that may skew lower on the scale than say senior seminars.

Dr. Karem commented that this is something that has been possible but difficult under the old system. Custom analysis can be requested from Institutional Research. He noted that we do have a searchable data base and we do have a recommendation that these need to be accompanied by rationale – we don’t want people simply bugging IR for the sake of it and UFAC believes that these requests should be appropriately anonymized. He went on to say that of course, it should always be anonymized with respect to students – that goes without saying; it is part of the core commitment to the SEI process. If faculty are interested in building up dossiers and discovering how you stand with respect to parallel courses across the university, it shouldn’t be, “I want to know how I did next to Professors Smith, Jones and Jackson, or something like that.” It really needs to be a broader integrated data set so that it is not producing kinds of invidious comparisons.

Professor Karem stated that this is UFAC’s package and these are ways that we think we can take responsible ownership for the SEI process while meeting important constituencies ‘needs inside and outside the university. This is the product of lengthy consultations and UFAC thinks it is really important that wherever we come down on this that Senate take action in this direction so that we don’t simply leave it to someone else to do so. He said that he welcomes questions and discussion.

Senator Jennifer Visocky-O’Grady noted that she had a question about the historical data and the comparative means. She asked, “What if only one faculty member

is the person always assigned to that class for the last fifteen years? Who is your comparative? Is it other classes that are like it and do departments determine that?"

Dr. Karem replied that the comparative means are simply aggregated by department and college in the standard reporting out. He noted that if you were in the student access via CampusNet, it is one in the same. Your historical mean would be your historical mean for that course after sufficient longitudinal data sets have been built up. Right now the way it is running is, all of the English department courses are aggregated so the comparative mean there is your department-wide one.

Senator Eileen Berlin Ray stated that she is wondering about the access to the data. She knows we want to vote on it. She noted that some people in her department had mentioned this to her and had some concerns with it and she is wondering if it is possible to go back and talk to them and come back with some of those concerns before Senate votes on the proposal..

Dr. Karem responded that Dr. Berlin Ray could make a motion to table the proposal. Professor Berlin Ray said that she would like to get more input specifically with this written out and give departments a chance to review it. Dr. Berlin Ray then moved to table the proposed SEI Principles and Policies until the next meeting. The motion was seconded by Senator William Bowen.

Dr. Sridhar then asked Senators to vote on the motion to table the proposed SEI Principles and Policies. The motion to table the UFAC's proposed SEI Principles and (nt) 0.2 ( a)0.2 (c) 0

Dr. Sridhar stated that he did want, on the recommendation from Senator Jim Marino who had to leave, to bring up one other item as New Business in response to this horrible act in the Main Classroom Building and that Senate produce a brief statement and send it out to the campus community. Clearly we can't actually write in real time here and pass it on but we can draft something together and then send it out for a vote by email to Senators because we can't really wait until next month to get approval. He stated that with Senate's permission, he will get something drafted and send it out to all Senators and ask for an email vote of approval and then we can reach out to the campus community.

President Berkman stated that the most important audience is the students so when Dr. Sridhar gets that done, he would be happy to facilitate the message being delivered to every student at Cleveland State.

Dr. Sridhar noted that next week is spring break and hoped that everyone enjoyed spring break. He added that there is an open house at the STEM School and stated that those who are interested should check it out.

Senate President Sridhar asked if there was any new business. There being no new business, Senate President Sridhar asked for a motion to adjourn. It was moved and seconded and the meeting adjourned at 4:22 P.M.

Respectfully submitted,

Debbie K. Jackson  
Faculty Senate Secretary

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