

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

**NOVEMBER 5, 2014**

**PRESENT:** Berlin Ray, Boboc, W. Bowen, Delatte, Delgado, Ekelman, Elkins, Engelking, Fodor, Granot for Jayanti, Gross, Hampton, Henry, Hoffman, Holland, Holtzblatt, Holsinger, Jackson, Kalafatis, Karem, S. Kaufman, Kosteas, Krebs, Lazarus, Little, Liu, Lupton, Margolius, Marino, Mazumder, Nawalaniec, Niederriter, Robichaud, Shukla, Spicer, Sridhar, Visocky-O'Grady, Wang, Wolf.

Artbauer, M. Bond, Dumski, Ford, Mageean, Ramos, Sawicki, Yarbrough, Zachariah.

**ABSENT:** Galletta, Gorla, Inniss, Jayanti, Majette, May, O'Neill, Rashidi, Storroud-Barnes, Talu, Zingale.

Berkman, Boise, Bowling, C. Brown, Halasah, Hill, Jadallah, Karlsson, LeVine, V. Lock, Mazzola, McHenry, Novy, Parry, Sadlek, Spademan, G. Thornton, Triplett, B. White, Zhu.

**ALSO**

**PRESENT:** F. Smith, J. Yin.

Senate President Nigamanth Sridhar called the meeting to order at 3:05 P.M.

**I. Approval of the Agenda for the meeting of November 5, 2014 Meeting**

Dr. Sridhar announced that the Minutes of the September 10, 2014 meeting were not yet ready for approval. They will be ready for approval at the December 2014 Senate meeting. Dr. Sridhar then asked for a motion to approve the Agenda. It was moved, seconded and the Agenda was approved unanimously by voice vote.

**II. Approval of the Minutes of the Meeting of September 10, 2014**

As reported, the September 10, 2014 Minutes will be ready for approval at the December 2014 Senate meeting.

**III.**

Senate President Sridhar stated that this semester is moving fast. He has been telling his students that the semester is moving fast and then he realized that it was moving fast because the course he is teaching went from four credits to three credits.

Dr. Sridhar noted that he has a few items to report on before we get on with our Agenda. He stated that he is sure that everyone has had some time to look at the program accreditation report that the Provost gave us (Senate) a few weeks ago. He hopes that everyone has also taken the time to think about the report, how it impacts their programs and people should make it a point to bring that up with the Provost's Office quickly. He stated that this is the first chance that faculty have had to see anything in this process so we should be all in this thing.

Dr. Sridhar stated that the Provost has been making her rounds across campus. There have been three meetings so far with one meeting in each of the Colleges of Sciences and Engineering. There was also an open meeting across campus and there are more meetings planned over the next couple of weeks. A schedule is posted on the Provost's web page. He asked everyone to look at that schedule and make it a point to attend these meetings. He added that if anyone can't go to the meeting in their college because of a time conflict perhaps, feel free to go to another college's meeting. The content of these discussions are pretty similar across colleges so everyone should be able to attend these meetings even if the meeting is not in their college.

Dr. Sridhar reported that he did have an interesting discussion at the Steering Committee meeting. He won't say that much came out of it – there still are a lot of things that need clarification but we are hopefully moving towards clarification.

Professor Sridhar stated that one matter he has brought up with the Provost several times is tenured-faculty hiring. We have sort of a hiring freeze this year. There are precious few faculty searches going on so he asked Provost Mageean if we should expect the doubling of the number of searches for next year and she has not decided yet. All of the positions that we would normally search for this year will be added to next year's set. We should have a busy time as faculty serving on search committees.

Dr. Sridhar noted that one thing he has asked the Provost about is that we speed up the process of approvals so that other than defe 0.2 (ol)Tsc q 0.24 0 0 0.24 355.8985 303.36cm BT 50 (

one of our doctoral students gave a very interesting talk. He added that he is already looking forward to next year's event.

Dr. Sridhar stated that at the end of the summer this year, the President convened the Task Force for Enrollment. He noted that he had made mention of that at Senate before. He wanted to give a quick status update on that committee. Dean Craig Boise is the chair of the committee and there are also three faculty members: Bill Kosteas, Jordan Yin, and himself. He reported that the Task Force has been looking at forces, mostly external forces that have to do with the number of students attending CSU. There was a presentation that the Task Force chair made at the September Board of Trustees meeting. He said that he is sure that everyone saw the *Plain Dealer* article that came following that which had a r

Dr. Sridhar stated that one thing the Steering Committee noticed at its meetings last month was that a greater number of Senators have to leave in the middle of Senate meetings to go to class. The Steering Committee believes that it may be because the university switched to a new scheduling grid but they didn't think about whether it





Provost Mageean stated that clearly their ability to move forward and release the positions will depend upon how quickly they get through this process, but she would like to be in the position by the end of spring. As Dr. Sridhar said, we will by that stage, have almost two years' worth of positions. We should know by the spring as well the number of additional retirements we have and most people are very good at letting them know reasonably well in advance when they are retiring. Of course, next year is a kind of a watershed year because some people have been here more than thirty years in the system and literally they are leaving money on the table or almost paying us for them to work. She added that it's a make or break year for many and most people are being very good. We did have a couple of people last year that told us one or two weeks before the semester they weren't coming back which kind of puts you in the lurch. But other than that, most people are very good in letting them know. She noted that when they have those numbers, they should be in a bumper crop with these positions. She added that they have authorized some tenure and tenure-track searches where clearly accrediting requirements were such that they needed to have a core number of people... although some departments could not move. But, they have been trying to move with all in responding to requests for visiting and temporary positions so that they can make sure that everything is covered in the classroom and in the labs. They will continue to move forward on that and if they can get all of their work done by the spring, they will be releasing those positions. They are untouched, they are sacrosanct, and no one is digging into them for anything else. She said that she will not dig into them for administrative positions whereas they are faculty lines and that is it.

Provost Mageean commented that the harder ones, this came up in some of the discussions, are things like administrative positions be they budget people right through to course support people, and her budget doesn't cover that. She noted that the College of Engineering, for instance, has requested, as you might expect the College of Engineering is growing, administrative positions, and there is no budget for that. For that, they have to go in as tenure track. It is a supplementary request to the central budget but she did not think it 0.2 (e) 0317.28 (s) 0.2 (, ) JTJ ET @ 12.00004 12 587.9999 76 (s) -0.2 12.0000 0.2

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report when we heard about this two years ago. He said that we see the building going up, we hear about prioritization and strategic developments, but he hasn't heard anything about what's with our NEOMED partnership.

Provost Mageean replied that it sounds to her like it's time for a pretty in depth presentation to Faculty Senate on just that. We obviously see the building that is going up so the goal is by the time it opens in June 2015, she is looking at Dr. Bond because she knows more than almost everybody else about it and Dean Vida Lock isn't here, that building will be open for business. Provost Mageean reported that we are already feeding students into the MD program and we are into our third class of students.

Senator Joan Niederriter reported that they have around twenty students this year; last year they

Provost Mageean responded that she thinks she knows exactly whom Dr. Gross is talking about. She stated that Mr. Tim Martin is the new Director of Budgets in the Provost's Office.

Dr. Gross remarked that he is talking in general.

Provost Mageean said that Mr. Tim Martin replaces Ms. Teri Kocevar who moved

take somebody to get a job with his or her degree from Cleveland State? Is their job related to their degree? What do research students graduate with? What are their starting salaries? Does their GAP matter when they got their job? Ms. Dumski noted that these

**C. Proposed Dormancy of School Nursing Licensure Program (Report No. 15, 2014-2015)**

Senator Krebs inquired, “The way these program proposals were described, is there an overall reduction in degree hours for these programs?”

Dr. Smith replied that for the two programs in Early Childhood Education, and the three tracks of programs for the master’s degrees in the Special Education Graduate degree, there is a reduction in the degree hours by the number of courses that were converted from four to three credits. But, they still have a sufficient number of credits to qualify for master’s degrees.

Senator William Bowen stated that he assumed that Graduate Council approved these proposals.

Dr. Smith replied that he assumed so; in fact he said he knows so. He added that the UCC doesn’t approve things unless the people who have to approve them first have approved them.

Dr. Bowen commented that that is the way we have always done it in the past. He is just trying to make sure that we are going to continue like that.

Dr. Smith responded that UCC is continuing that system.

Senate President Sridhar asked if there were any further questions on the three proposals. There being no further questions or discussion, Dr. Sridhar asked for a vote on the three proposals of the University Curriculum Committee.

The Proposed changes to the Early Childhood Graduate Degree program (Report No. 13) were approved unanimously by voice vote.

The Proposed changes to the Special Education Graduate Degree program (Report No. 14) were approved unanimously by voice vote.

The Proposed Dormancy of the School Nurse Licensure Program (Report No. 15) was approved unanimously by voice vote.

**D. For Informational Purposes Only (Report No. 16, 2014-2015)  
Approved Corrected Degree Maps for Middle Childhood**

Faculty Senate received the “For Informational Purposes Only” items without any discussion.

Professor Smith reported that there have been some questions about when the UCC meets and what it does at those meetings so he just wanted to explain one feature of the UCC’s meetings this fall. The UCC group was unable, due to an incomplete roster, to



Three, the pilot of the on-line Blue Student Evaluation System is moving forward. He stated that if anyone volunteered for that, thank you. People should have received an email about that last week. He noted that the faculty is being asked to administer those during the twelfth week of classes. Within that email, there was a statement for faculty to read to their students so that they understand what these are for. UFAC is recommending as best practice for those in the new pilot, that faculty devote some time in class for students to complete it. The window for completion will remain open for the rest of the semester though. Obviously, faculty should not be in the room while the students are completing it and UFAC does recommend that it is best to do it at the beginning of class because at the end, it sometimes is tempting to just head out of there. Again, if anyone has any questions, direct them to himself or to Vice Provost Teresa LaGrange. Dr. Karem stated that faculty should not use the old forms for evaluations. The new forms should be in soon. Dr. Karem noted that just for the record, UFAC completed their business on this issue in May and Testing Services and Institutional Research initiated purchase orders within weeks of UFAC approving them so the snafu has occurred, as the Provost said, because of issues with legal matters and things of that nature. Everyone acted with due diligence but, problems are bound to arise.

they complete an evaluation, which is good. But, there is no way to stand at the front of the class and give them like a URL and say, “go to this to enter your information for our class” and that seems to her, knowing how her students respond to emails she sends to them, to be a better way to kind of stand at the front of the class and collectively say, “Hey, go to this now and respond on your device” because you can all get in with your ID number and that’s how it will work. She noted that Vice Provost LaGrange explained to her that that is going to happen in the future, but it’s not part of the pilot. She is



their families can help them pay for their college education. The difference between a grant and a scholarship is that a grant is generally need-based and a scholarship generally has some non-need criteria, but you don't have to pay either one back. "So, where does financial aid come from?" Dr. Margolius stated that the largest source is from the federal government; state governments give some too – Ohio is particularly cheap. There are also college and university sources and private organizations. Dr. Margolius stated that this is the definition of the basic types of financial aid. A student will receive an award letter from the university and this sometimes causes confusion particularly for a first generation college student. It will have their work-study allocation on there but they don't just get it. They have to work and it doesn't go toward tuition while they work it off or something. And loans, of course, you have to pay back but this all comes on an award letter.

Dr. Margolius referred to the next graph that was taken from the College Board and it's a breakdown federally of what types of financial aid there are out there and how much of each type. She referred to the pie chart on the next slide and they are not directly comparable to each other because for example, the 9% federal education tax credits and deductions portion of this one is \$16.9 billion. We really have no information and no idea of how many of the students' parents and families are able to take advantage of that. Overall, loans make up a bigger portion of how our students finance their education and that can be seen on the chart –





Turning your grades in on time. Dr. Margolius asked, "Why does that matter?" She said because the university does a report on Standards for Academic Progress and if your grades aren't in, it looks like the student didn't complete the course and they don't rerun it later on. So, it's mixed and if the student appeals, they may pick it up but they might not pick it up so turn in your grades on time.

Discourage withdrawers. Professor Margolius stated that students who withdraw from class are at a disadvantage for the Standards for Academic Progress. She noted that not every one of these applies to every faculty member, but if you have any role in the scheduling process, don't schedule required courses on top of each other. Our students can't afford to be here an extra semester because we've gummed up the schedule. She went on to say, be attentive to that. Dr. Margolius commented that the committee is working with SGA to produce a survey that gives us better information on just what works and what doesn't so that we can tailor our programs more effectively to the students we have. She stated that once that comes out, faculty should please encourage their students to participate in that survey and that's going to be geared to sophomores and juniors. She noted that faculty may not have a role in the internship process, but if you do, it's great to say, one, we don't want to be a technical academy where we just train students for work and that's a fine ideal but they actually need to be able to pay their bills and it's better to pay your bills with a position that you are learning something about and it's related to the field that you want to go into. So, if faculty has the ability to help with the internships, then do that.

Advancement. If you do choose to donate to the university, consider your gift for unrestricted scholarships. She noted that she has more details on the other slides but she is not going to read them. She said at this point, she would respond to questions.

Senator Allyson Robichaud said that when she has students that are surely going to fail, she encourages them to withdraw. She noted that now she is being told that she should encourage students to come to class, not do the work, and still give them an "F". She stated that she is not really clear.

Dr. Margolius responded that this is a really hard issue if withdrawing students from their class is going to drop them below the number of credit hours. Well it doesn't matter in terms of SAP because if you get an "F" or a "W", that turns out the same. If the student unofficially withdraws though, by withdrawing from their course, and that's like the last one and they are gone from the university and it is before the 60% mark, then

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Dr. Meiksins stated that they all owe money but in terms of losing students and in terms of students drifting away from the university, it's the freshmen in this who are the bigger problem. He noted that the transfer students actually by and large do better.

Senator Norbert Delatte commented that this is more of an observation but unfortunately, it is a problem that he hasn't seen recently. It came up a couple of years ago. Dr. Margolius had mentioned internships. He noted that if you have somebody who is taking a one credit co-op, a lot of times that student could conceivably fall through the cracks in terms of getting a grade assigned. The student has to get the work in and the instructor has to remember the co-op student floating around out there. There was a case where they had students not make progress due to having an incomplete on that one credit co-op that they kind of slid under the radar so that's kind of something he is not sure how we keep track of because it tends to get lost if we are not being careful with it. But, two-thirds of one rounds to one he guesses.

Dr. Margolius stated that she believes they do have an appeals process. She supposes that the student could say that the professor is an idiot and that... Professor Delatte remarked that sometimes it is the student's fault if they have to give a report. He noted that in this case, all successfully appealed but these were, in some cases, three, four or five students all of a sudden getting a bonus that your financial aid is going to be cut off because you are not making satisfactory progress and this is disconcerting.

Dr. Fred Smith noted that he was astonished to learn this summer that if people get incompletes or even a complete course at some point with a passing grade, if you have an incomplete on the day the grades are due, it counts negatively towards SAP.

Dr. Margolius stated that Registrar Janet Stimple is present and she can address Dr. Smith's question better.

Ms. Janet Stimple noted that after grades are due it runs concurrent on that calculation.

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because they got an “I” and they are rewarded in another sense by getting the opportunity to improve their grade. But, that practice is probably not wise because it endangers a student’s financial position.

Provost Mageean stated that it is also a reason why grades need to be put in at the end of the semester. There are some people who have a habit of putting incompletes in and buy more time to get the grades in and then it effects the students. She reported that last year they worked really, really hard to get those grades in but this is a constant problem. She noted that if faculty put that incomplete in there, because they haven’t finished the grades, and we so

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Lighting had space on the campus and so the two talked about what would it look like if we put a high school right on GE's World Headquarters for Lighting in East Cleveland. So, that's what started it. There was an RFP that went out with over eighty partners with Cleveland State included in that mix. They were part of the team that started to design what MC2STEM would look like. He pointed to a slide that talks about some of the key design features. Students are admitted based on a lottery. Essentially, kids that express an interest have an opportunity at some point to get in. The lottery consists of a drop down list of schools in the district so they don't fill out a long application. They don't interview the kids; they don't do any kind of academic screening for the students to get in. He emphasized that only because it is truly available to anybody to come into the school. He said that he is also very proud of the fact that by the time the kids graduate, almost every student who has graduated from the school has had the opportunity to go on to college after theyitftarter 1.2 (yi) 0.2 (t)an.2 m /TT1go on



86% African-Americans. Dr. Berlin Ray then asked about male and female, roughly. Mr. McClellan responded that they are about 60/40 right now, male/female. He noted that interestingly, their first class was 50/50, right down the middle and they have gone back and forth over the years. They have 400 total students right now and they have more freshmen than they have seniors so every time they get a new class, there is about a 25% opportunity for change one way or another.

Professor Krebs indicated that he had a structural question. Is this a traditional high school in terms of Ohio requirements? For example, do they need the State of Ohio physical education requirements?

Mr. McClellan replied, “Yes, we have to meet all the high requirements for graduation – the State requirements and then also the local Cleveland Metropolitan School District requirements for graduation too. Actually, right now, we ask our kids to take five science classes and there are certain things we ask them to do on top of what the State and the District says and the way that works out is that we just count one of those science classes as an elective for the State or for the high school. But for us, they have to take it.” He noted that the question about, are we a typical high school, they are also bound by the same negotiated agreement that binds the other schools in the district. The teachers are part of the Cleveland Teachers’ Union and all of the security and all of the other people that work in the school are bound by that union that represents them for the whole district.

Dr. Krebs inquired if the students do physical education here at CSU?

Mr. McClellan responded that they actually start PE at the end of ninth grade. They take the entire school to CASE’s Western campus for six weeks. CASE does an excellent sports program; it’s a summer camp that they have been running for over twenty years. Even before they were on campus here, they don’t have a gym at either of the other locations, so they are trying to be creative and that camp was a really great opportunity for them to get involved in that. He noted that the kids will, while they are in school, leave the Science Center and for six weeks are actually home-schooled in CASE’s campus and they give them classroom space to run the classes and the kids participate in the Camp-net. They start their physical education credit there and then they finish it in the tenth grade. He noted that last year, they had the kids doing things here on campus but it is not one of the things they have figured out really well yet because of the transition time to the gym, but this year, the students are finishing it up at GE with some research that they are doing tied with their other subject areas of health and wellness. Mr. McClellan reported that they have been here at CSU thirteen months now and they come in with visions of what this can look like and then come into the reality and you start to



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