



As noted above, the Minutes of the Meetings of February 12, 2014 and February 11, 2015 are not yet ready for approval.

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

Senate President Nigamanth Sridhar stated that he has a few items. He noted that we had a question at the last several meetings asking for an Organizational Chart of the administrative side of the university. He reported that when he met with President Berkman a couple of weeks ago, they talked about a chart and he has been given a chart but he didn't have a chance to make copies in advance of today's meeting but he will share that chart with everybody. He added that some of what is in the chart will tie in well with the presentation that we will receive from the Budget and Finance Committee today but more importantly, also the follow-up stuff that will come through PBAC (Planning and Budget Advisory Committee) as well. He noted that this document will be

governance and Faculty Senate. Dr. Sridhar noted that there are a couple of things from there – the mid-term grade change item that came through that is on today’s Agenda. He noted that this item came from the Student Success Committee. This item is formed a little bit in terms of the retention status. He noted that the one vigila



extraordinary. He doesn't think that anywhere there has been this kind of examination of fifty years of African American leadership in some of America's major cities and what it has changed and what it hasn't changed.

President Berkman noted that this will run up to the Radiance Event which will be held the night before Commencement. We are honoring with the presidential medal Mr. Albert Ratner and really a cameo appearance for Albert Ratner who, at least he tells President Berkman for thirty years, has not accepted this sort of designation or has not been willing to be a singular recipient for this kind of recognition. So, we will honor Albert Ratner that evening and that will kind of be the capstone event for our fiftieth anniversary celebration. He added that of course the real capstone event is the next day and commencement. President Berkman stated that once again, we expect as we did in December to have a record number of graduates. The great news is that we have a record number of graduates. He noted that he just looked through this data the other day and we are one or two ticks off of a forty percent graduation rate for FTICs. We actually have a better rate for graduation of transfer students than we have for FTICs. He noted that they looked back seven years and saw that we started at twenty-three percent seven years ago. The whole community should take pride that we have raised the graduation rate seventeen points in this period. He noted that this also is just extraordinary news for the university. He added that the good news is that more graduate; the bad news is that you have to get more in to fill the places for the more who graduate. So, it ramps up what we need to do in recruitment each semester.

President Berkman reported that we have concluded over six months, and he has been keeping Senate up to date, concerning the consultation on the SSI two, the mother of SSI one, the formula that he has talked to Senate about and how we stood by virtue of what could have only been either a freak of nature or a well-planned conspiracy to singularly penalize CSU for taking the number of traditional transfer students that we take. He noted that this is really kind of an enlightening experience for him; it is really kind of interesting and gives you pause that educated people can sit around the table and look at data which does not at all support the claim that is being made by the individuals presenting the data. It was never the case for example that students who were at-risk students and transferred with thirty credits or more did as well as students who had no at-risk factors. It just was never the case that data never supported it but it got a life of its own. He added that it is kind of like, "How do you change the IPEDS formula for measuring the graduation rate; that forty percent that I am talking about, only singularly represents students who started at Cleveland State University, never went any place else. If they stopped at a semester and went back to Tri-C or stopped at a semester and went to Akron, they fell out of the cal2 (e) 0.71arhvn. So dhanhfort percent presenyhtonly sihidents teo s JTJ ET Q

budget so all of the at-risk dividends, whether you are a transfer student or an FTIC, or whatever, will all stay the same so we would not be penalized in 2016.

President Berkman reported that in 2017 the agreement was, and he thinks it is a fair and just agreement, is that at-risk transfer students will not be treated differently than all other at-risk students. All other at-risk students, whether they start at a community college, whether they start at another university, whether they start at a branch campus, whether they start at a main campus, will all be treated exactly the same in terms of how those at-risk factors will be balanced and how universities will be compensated for servicing those populations. President Berkman reported that we have not seen the numbers. He thinks that it is fair to assume that we are going to still lose some money – we are not going to lose \$4.3 million as we were in revisit number one. He noted that Associate Vice President Tim Long is the best at this and Tim's best guess is that we will probably lose between \$1 million and \$1.3 million in the 2017 budget because what will happen now is that the pool of at-risk students will get bigger. So, with the same number of dollars and a bigger pool of at-risk students... President Berkman said that he thinks it is an egalitarian solution; it's not one that differentially punishes our students. He said that he is happy although it was six months of a lot of activity that could have been really resolved equitably in two hours but that's the way these systems work at times and he is happy the way it came out.

President Berkman stated that we need to make a decision about what we are going to do. He noted that we have a little bit of time but he just wanted to give everyone a heads up on what we are going to do during the week that the RNC (Republican National Convention) will be here next summer. So you will not be able to either get in at all or will find it extremely difficult to get in within the perimeter beginning at East 30<sup>th</sup> Street and going all the way down to the "Q." Again, this is one of the final security quadrants that will be released forty-five days before the convention; however, it has become kind of a local sport in Cleveland to try to handicap who is going to be in which zone. There will be two zones – there will be a hot zone which people think will probably extend no further than East 9<sup>th</sup> Street and then there will be a medium zone, still within the security perimeter which will end at East 30<sup>th</sup> Street. So, once you are inside there, you will be able to move between those two perimeters but you will not be able to get in past East 30<sup>th</sup> Street or through East 30<sup>th</sup> Street. So, we will have a week of classes that will probably be impossible to give. Mr. Eric Gordon suggested today that we could use the high schools out of the perimeter if we wanted to not miss the week, but he just wanted to make everyone aware and maybe also the Senate could have some discussions about what we might do during that week. President Berkman said that he doesn't think it is going to be possible to have classes during that week. So, we either need to redo the calendar or we need to find alternative facilities and we can't do it too quickly. Really, it has to be done pretty quickly. President Berkman went on to say that there will be a tremendous presence here on campus for those who can get to campus or want to get to campus or want to get anywhere near this. We are renting or providing 900 dormitory rooms for the RNC and they have booked every single venue on campus where parties can be thrown. He reported that last Friday, there was a session with Charlotte, Minneapolis that did the recent conventions and the projection here is that in the six days

in which the convention will run there will be 2,000 events around in those six days. Every single venue and every single part particularly of the inner perimeter has been put on hold for these events including the Student Center that we are in today plus the Waetjen Auditorium, any of the atriums, the panel rooms – all of the venues. President Berkman noted that we have time but believe him, it is going to happen fast.

President Berkman talked a little bit about Columbus. He reported that we still have Senate Bill 4 – that has life. He said he reported this to Senate last time but he wanted to reiterate it because he wants Senate to understand what it meant when it said, “Senate Bill 4 is sponsored solely and exclusively by the President of the Senate.” The fact that it is sponsored exclusively with no co-sponsors by the President of the Senate is an indication of the Senators’ conviction that this bill will be passed. Senate Bill 4, among the top five priorities for the Republican Caucus in the Senate, calls for a five percent reduction across-the-board, not in tuition, in the cost of attendance. So the differential, he doesn’t know exactly the numbers, but the differential between tuition, which is in the \$9,000 range and cost of attendance which is in the \$18,000 range, he is talking about a five percent reduction of the \$18,000 number. So, that’s still alive. It is more than the custom “Wild West” up in Columbus in this session. He added that he didn’t have to go into all of the political dynamics but there are a lot of political

Provost Deirdre Mageean announced that she would give Senate some good news. She reported that she had the first of two meetings of this week to do the distribution of faculty lines. We have something in the order of fifty positions to distribute; that is quite a lot of positions but remember it is two years' worth – it may be slightly more than that. It all depends on how the average salaries work out. Now of those fifty positions, twenty are already active or authorized; in other words, the ones we released with high priority, accreditation issues, and emergencies. Those are in process which leaves another thirty or plus two or so to be distributed. She noted that the Deans don't hold back so they requested ninety positions so we are following the prioritization categories, ones, twos and threes and also at the same time honoring replacements for where there were tenure denials or any of those issues. Provost Mageean said that this was not an easy task but they are pretty much done the first wave through and she doesn't think it will take them too much longer to wrap up on Friday. The goal is to get them all out to the Deans, to the Colleges because she thinks the goal we all should be working towards is getting those search committees formed by mid to late April. If we can get that done before we all break, then that would be before we all get caught up in finals and those things and that would be good. Provost Mageean stated that what this is going to mean is a lot more searches going on. She thinks that in some colleges, people may want to think about having maybe one committee doing maybe two or three searches for the purposes of economy if they can manage that and satisfy the disciplinary departmental requirements. Provost Mageean noted that one thing she anticipated was of course that we are having these many searches so we are going to keep Yulanda McCarty-Harris very busy coming to brief every single committee. She noted that what one may have agreed tentatively to do is to come and do a college-wide briefing and diversity in hiring requirements and that way, if departments have their committees formed, then try to hold one big meeting and in that way we will get through those otherwise they would have to be moving their way through and that would just hold things up. She stated that we don't want to hold things up anymore. We want to get the positions out there, get them advertised and get the new people in here. She added that this is where we are.

Provost Mageean reported that they have also had this year some additional thirty retirements and resignations so they are just checking on how many of those came in before March. Some of them came in after March and they will become positions available for the following year. So, these fifty will be followed by another number. Provost Mageean stated this is where we are. Obviously, everybody is waiting for these positions because they are badly needed in many, many departments.

Provost Mageean reported that she is happy to say that the search for the Honors Dean is progressing extremely well. They have four finalists and all four will be here on campus this month. She commented that she can't remember if Dean Sadlek is chairing the search. She added that there may be opportunities for open sessions for people to



later today. She noted that there are two easy ways that faculty can easily address the needs of students. Posting the midterm grades were solely a student initiative that SGA is glad the Student Success Committee supported and negotiated with SGA. Posting the midterm grades at all levels but specifically 100 and 200-level courses allow students to better gauge where they are at in the course. The transparency of allowing the results from the Blue evaluations to be public will help student success because they will have a better understanding of what to expect in the class. Again, these were solely student initiatives and SGA is glad that faculty have been able to work with them in figuring out the best methods to go forward with these to help students succeed.

Ms. Dumski stated that today she wanted to focus on scheduling and course offerings. As we know, our students here are unique and often coming to class while working, some raising families and even more. But often these students are unable to take all of the courses that they are eligible for because the offerings overlap. She noted that this results in pushing the class off to a later semester and sometimes pushing off graduation. So, SGA hopes that faculty and departments can work together to space out offerings to make sure that the classes are available morning, noon and night. For example, instead of having all of the electives for a major during the hours of 10 AM to 2 PM, maybe some of the offerings can be later in the evening like 4 PM and 6 PM. SGA realizes that this is easier said than done but SGA is bringing this issue to Faculty Senate's attention so that maybe when faculty are offering their courses, they keep that in mind.

Ms. Dumski commented that she had a couple of reminders. On April 7<sup>th</sup>, SGA is hosting its first major fair and that will be in the Student Center from 10 AM till 2 PM and that is where different departments will be setting up tables to talk to students who are maybe changing majors, undecided on their major, or perhaps wanting to pick up a double major. She noted that on that same day here in SC 311, there will be a Q&A Panel regarding the new Center for Innovation and Medical Professions hosted by one of SGA's senators. She noted that SGA has senator projects and this is one of the senator's projects. In addition, on April 8<sup>th</sup>, a couple of other senators are hosting the Liberal Arts Talent Show at 11:30 AM in the Student Center Atrium. So, if anyone is interested in attending any of those, SGA welcomes everyone and would love to see everyone there.

Finally, Ms. Dumski thanked Senate for its time. She added that she would be happy to respond to questions.

### **VIII. Budget and Finance Committee (Report No. 64, 2014-2015)**

Professor David Elkins, chair of the Budget and Finance Committee, greeted everyone at Senate. His report follows.

#### **A. Analysis of Enrollment Trends**

#### **B. Comparative Analysis of 2011 and 2015 Budgets**

“I have presented you with two reports. One is on the long-term enrollment projections and the other is related to staffing and personnel issues. While members of the Faculty Senate’s Budget and Finance Committee, the Steering Committee, and Associate Vice President Tim Long have had the opportunity to read these reports and comment on them, they largely represent my work and I take responsibility for any error. I, of course, praise my colleagues in their efforts to correct my mistakes. If only I would listen.

“The reports started out as two separate issues I have experienced as a member and chair of the Budget and Finance Committee. First, on many occasions I have heard about the concerns of long-term decline of Northeast Ohio’s high school student populations and its likely impact on CSU. However, I have not seen any indication of what this decline might actually look like. I realize that an Enrollment Task Force is examining these issues quite closely, and like you, I look forward to its report. This report before you today is independent of their efforts. Its purpose is primarily informational.

“The second report addresses an issue that has frequently cropped up when discussing faculty and administrative positions. We know that some faculty hold administrative postings, but sometimes the aggregate data we are presented with masks this fact. Stated differently, those of us who review these materials sometimes cannot tell when a faculty member is being linked to administrative functions or instructional functions. Examining this issue was the primary motivation of the second report. As I delved further into this material ‘scope creep’ set in. The scope expanded to include an examination of all administrative positions with a focus on CSU’s vice presidents.

“Quite frankly, the motivation for both reports is to help us understand a bit more about program prioritization. We know that academic units have been actively engaged throughout this academic year in the execution of program prioritization and charting a path to implementation. By contrast, we have seen little of this effort on the administrative side. I hope these reports shed light on the need for program prioritization among the administrative units.

“The first report is on enrollment projections. Using data from Cleveland State University, U.S. Census Bureau, and Ohio’s Development Services Agency I made some simple estimations of changes in the size of Northeast Ohio’s high school student population and its implications for Cleveland State University. Between 2000 and 2013, there was about a 2% decline of high school students. Projecting to 2015 Northeast Ohio may see about a 12.5% decline in the number of high school students. Just to be clear Northeast Ohio is Cuyahoga County and the seven county continuous area. Using previous years’ CSU fall headcounts an estimate is established to represent CSU’s ‘capture’ rate of Northeast Ohio high school students. The best case scenario estimate reflects a nearly 7% decline in fall headcount enrollment by 2025. If this decline were to have happened in the FY2015 budget,



Dr. Smith noted that the first item is to change references to the PSEO program in the Catalog to College Credit Plus.

**B. Change in credits required for the graduate Advanced Study in Bioethics from 12 credits to 9 credits (Report No. 66, 2014-2015)**

Professor Smith stated that the second item is a change in credits for graduate advanced study in Bioethics from 12 to 9. This is a Certificate program and changing the number of credits is part of the 4 to 3 conversion.

**C. Proposal to rename and modify the Physical Education Major (Report**



thirty earned credit hours, new first-year students and students registered for





this and somehow flag it, but she is not really clear why students can't already, with their syllabi, calculate their own grades to know their standing in a class.

Vice Provost Meiksins remarked that not all students understand the concept of a weighted average. He added that he can show everyone a student that he had to explain it to the other day.

Senator Eileen Berlin Ray reported that she knows a couple of faculty in her department who turned in midterm grades and heard from students who were panicked, "Oh my God, what does this mean, etc., etc." and it ended up causing a lot of problems. She stated that she appreciated the example that Vice Provost Meiksins gave but the reality of it is she stands in front of her class and she tells the students, "This is your assignment, these are your gr

what our colleagues do that we don't always see. While it may be the case that every single one of us here provides the syllabus that follows the syllabus guidelines that gives the student the information to compute their grade at any point during the semester, there are faculty that don't do that. Dr. Margolius went on to say that it may be the case that everyone here clearly communicates to the students where they are throughout the course of the semester and what they need to do to improve or to maintain where they are but not everybody does that. This is just a request that came from SGA and SGA President Allie Dumski was modest, but they really do have the data because they talk to one another, they talk to the students, they have periodic open question periods where students can bring concerns and so this was one of the concerns that they brought. The students didn't exactly ask for this, but they said what we want is better feedback throughout the course of the term with how they are doing. Professor Margolius reported that one of the points

number of students, it is just another onerous task to calculate midterms. She said that she uses an “AP” for attendance and to record her grades. She noted that it is called “Great Book Pro” and it is widely used. She said that she bets there are a bunch of them but she bets that some are more used than others. It doesn’t interface with StarFish. If we had software or if we paid somebody to make my AP interface with Starfish, she can do grade reports for the group with “Great Book Pro” and then she just presses a button and it does it with StarFish too. She noted that she talked to Heike Heinrich about this but if we can find the tools that we are all using and connect them to the tools the







technically possible and resources there also means human resources. They have a lot of things going on so we can't just say make it so. It won't just instantly happen. There will need to be a timeline to complete this. He added that this was put in and he did send it to Senator May. IR and IS&T asked, "Could you please indicate that it is a policy development" – we don't have unlimited resources.

Senator May commented that they could consult with us if they want.

Dr. Karem stated that this makes clear that they will have to work with us. He added that if they don't have the resources too, then nothing is going to happen, right? The resources permitting is modifying Institutional Research and Information Services and Technology. Dr. Karem went on to say that having spoken with various administrative units, they are not railroading this forward. They wanted this in there as a cautionary to indicate, look, we can't just pull the switch tomorrow the way we can with midterm grades.

Dr. Sridhar asked if there were any other questions. There being no further questions, Dr. Sridhar stated that the University Faculty Affairs Committee has proposed SEI Policies and Procedures and asked Senators to vote. The proposed SEI Policies and Procedures were approved with two abstentions.

## **XII. Updates from University Advancement (Report No. 74, 2014-2015)**

Vice President Berinthia LeVine thanked Senate for allowing her to give an update on where they are in University Advancement. She said that she appreciates the time that she spent with Senate in the fall. She gave a fundraising update. She noted that last year she mentioned to Senate that 2014 was a record for Cleveland State University - \$20.4 million which was the largest ever in the history of the university. She added that we are on the path for another record-setting year and she is really pleased to be able to report that



Dr. Sridhar

Ms. Dumski replied that this is why SGA came to Faculty Senate and SGA hopes that faculty here will communicate with department chairs and that is our link instead of reaching out to every single department chair.

Dr. Visocky-O'Grady stated that it is being done – department chairs communicate back to the students.

Senator Robert Krebs commented that fifty faculty positions sounds exciting. He asked if Provost Mageean could give Senate a quick breakdown just of the three major categories: tenure-track positions, lecturers, visiting.

Provost Mageean replied that they are not there yet and they are still playing around with the numbers a little bit. She noted that this year with the new contract going forward it is like changing the percentage of lecturers. She is talking to some departments about adjuncts. She said, "So, that is part of what we hope to complete by Friday night to get a more complete report. Most of those positions will be tenure-track."

President Berkman responded that he thinks there is a relationship. He noted that we were told by Ohio State, he doesn't know how many faculty spoke at the Faculty Senate, the individual we had from Ohio State was responsible for their 4 to 3 conversion, and Ohio State saw a ten percent reduction in student credit hours in the first year of the switch. He stated that A) it is difficult to communicate with students and B) it is relatively more difficult to change student behavior and student patterns. He noted that Ohio State saw it inch back up after the first year. He added that this is why the President