



Faculty Senate Meeting
Wednesday, February 20, 2013
3:30 p.m. - 5:30 p.m., Adelbert Hall, Toepfer Room

AGENDA

3:30 p.m.	Approval of Minutes from the January 24, 2013 Faculty Senate Meeting, <i>attachment</i>	R. Dubin
3:35 p.m.	President's and Provost's Announcements	B. Snyder B. Baeslack
3:40 p.m.	Chair's Announcements	R. Dubin
3:45 p.m.	Report from the Executive Committee	S. Garverick
3:50 p.m.	Art History/Museum Studies PhD-Discontinuation of Program, <i>attachment</i>	C. Scallen
3:55 p.m.	WSOM Undergraduate Majors, <i>attachment</i>	J. Johnson
4:00 p.m.	Report from Faculty Senate Committee on University Libraries	F. Merat
4:10 p.m.	Report from Faculty Senate Committee on Information and Communication Technology	R. Muzic L. Gonick
4:20 p.m.	Safe Workplace Report	J. Sellers D. Jamieson
4:35 p.m.	Report from the LGBT Center	E. Roccoforte



Faculty Senate Meeting

Wednesday, February 20, 2013

3:30-5:30 p.m. – Adelbert Hall, Toepfer Room

Members Present

Bruce Averbook
Bud Baeslack
Ronald Blanton
Christine Cano
Gary Chottiner
Elizabeth Click
Chris Cullis
Lisa Damato
William Deal
Robin Dubin
Thomas Egelhoff
Taryn Fitch

Steven Fox
John Fredieu
Steve Garverick
Alfredo Hernandez
Patricia Higgins
Thomas Kelley
Kurt Koenigsberger
Erin Lavik
Deborah Lindell
Zheng-Rong Lu
Joseph Mansour
Frank Merat

William Merrick
Sonia Minnes
Ray Muzic
Benjamin Schechter
David Singer
Martin Snider
Barbara Snyder
Mark Votruba
Gillian Weiss
Rebecca Weiss
Xin Yu

Members Absent

Daniel Akerib
Hussein Assaf
Joseph Baar
Karen Beckwith
Lee Blazey
Richard Buchanan
Matthias Buck
David Crampton
Nicole Deming
Peg DiMarco

Karen Farrell
Mark Joseph
Laura McNally
Greggory Mentele
Kathryn Mercer
Dale Nance
Leena Palomo
Simon Peck
Bonnie Richley

Alan Rocke
Sandra Russ
Robert Savinell
JB Silvers
Matt Sobel
Alan Tartakoff
Lee Thompson
Randall Toy
Nicholas Ziats

Others Present

Christine Ash
Melissa Burrows
Donald Feke
Lev Gonick
Arnold Hirshon
Jennifer Johnson

Leonardo Madureira
Ermin Melle
Marilyn Mobley
Dean Patterson
Elisabeth Roccoforte
Charles Rozek

Catherine Scallen
James Sellers
John Sideras
Lynn Singer
Jeffrey Wolcowitz

Call to Order

Professor Robin Dubin, chair, Faculty Senate, called the meeting to order at 3:30 p.m.

Approval of minutes

The minutes of the Faculty Senate meeting of January 24, 2013 were approved as submitted.

President's announcements

President Barbara Snyder reported that on-campus visit days have started. 1250 visitors were on campus President's day, including 80 admitted students and 300 juniors and seniors. Admitted student open houses will be starting soon. There is much work to be done and faculty is an integral part of the process. President Snyder reported that the President's Committee on Child-Care Options is working diligently on a Request for Information from child-care centers and potential partners for an on-campus child-care center. The co-chairs of the Commission will report to the Senate later this spring.

Provost's announcements

Provost Bud Baeslack reported that the Strategic Planning Steering Committee and working groups met together this week. A consultant facilitated the discussion. Open campus forums will be held in late February and early March where working groups will report on their activities and solicit input from attendees. Once the forums have concluded, a draft strategic plan incorporating feedback from attendees will be circulated.

Chair's announcements

Prof. Robin Dubin, chair, Faculty Senate, reported that Chapter 2 of the Faculty Handbook is being revised to reflect changes to the Faculty Senate Budget Committee language. The Faculty Senate By-Laws will also be revised. These changes are provisional as they have not yet been approved by the University Faculty. They will be presented to the University Faculty at its annual meeting next fall.

Report from the Executive Committee

Prof. Steven Garverick, chair-elect, Faculty Senate, reported that the Honorary Degree Committee unanimously approved the awarding of honorary degrees to Peter B. Lewis and Frank Gehry. The Executive Committee heard a report on the smoke-free campus proposal draft. Information will be provided to the Senate as the proposal develops. Professor Patricia Higgins, SON, chair of the Faculty Senate Committee on Faculty Personnel, reported on activities of the committee which included the development of the Modified Workload Policy for Caregiving Responsibilities and the Faculty Paid Parental Leave Policy. The committee is currently working on revisions to the emeritus appointment provisions of the Faculty Handbook as well as on revisions to the pre-tenure extension provisions. Professor David Crampton, MSASS, also reported on his school's activities which include the establishment of the online MSSA, the new MNO and the school's plans for greater involvement in undergraduate education.

Report from Secretary of the Corporation

Ms. Libby Keefer, Secretary of the Corporation and General Counsel, did not make a report since neither the Board of Trustees, nor its Executive Committee had met since the last Faculty Senate meeting.

Art History/Museum Studies PhD- Discontinuation of Program

Professor Catherine Scallen, CAS, presented a proposal to discontinue the PhD program in Art History and Museum Studies. The PhD program has graduated just six students in its history and one since 2001. Aspects of this degree program will be incorporated into the remaining PhD in Art History. The proposal was approved by the CAS in 2012 and the Faculty Senate Committee on Graduate Studies on January 28, 2013. The Faculty Senate voted to approve the discontinuation of the PhD program.

Attachment

WSOM Undergraduate Majors

Professor Jennifer Johnson, WSOM, presented a proposal to change the three “concentrations” in the BS in Management to “majors” for the fall of 2013. This change will help students better understand the offerings of the business school. The new majors are in Finance, Marketing, and the Dean’s Approved Major. In changing from concentrations to majors, the curriculum has been updated and courses have been added. The majors will be reflected on the student’s transcript and the diploma. The Faculty Senate voted to approve changing the three WSOM concentrations to majors. *Attachment*

Report from Faculty Senate Committee on University Libraries

Professor Frank Merat, CSE, chair of FSCUL, reported on the activities of the committee. They are keeping abreast of OhioLink developments as more and more costs are being shifted to member organizations. They are also monitoring online activities at CWRU (i.e MOOC’s) to determine how the library should be involved. The committee is continuing to work with KSL on the implementation of its 2011 strategic plan, and has submitted a statement regarding library funding to the current strategic planning steering committee and working groups. Prof. Merat said that CWRU currently ranks second to last in the Association of Research Libraries (ARL) investment index rankings of private research universities. Rankings are no longer based solely on collection size and take into consideration total library expenditures, salary and wages for professional staff, total library materials expenditure, and numbers of professional and support staff. The mean ARL ranking for private research universities is 48 and CWRU is ranked at 103. At a minimum the goal for the university should be to raise the library ranking to 65 by 2018. An aspirational goal would be to raise it to 45 by 2026. To accomplish this, total expenditures would need to increase. A senator questioned whether increasing expenditures for the sake of rankings was advisable. Prof. Merat said that a higher ranking would only be one of the benefits of increased funding. More importantly, it would allow the university to secure resources being eliminated by OhioLink.

Report from the Faculty Senate Committee on Information and Communication Technology

Professor Ray Muzic, SOM, chair of FSCICT, reported that FSCICT works closely with IT offices across campus and tries to secure representation from the college and all schools on the committee. FSCICT also often invites IT campus leaders to its meetings. The FSCICT Google site is visible to the entire campus community and serves as an archive for the committee’s work. FSCICT is currently working with vendors to obtain permission for faculty to use software and support for personal computers being used for university business. The ITS website has also been updated and improved. FSCICT holds its monthly meetings within the college and schools so that the campus community can be more aware of the committee and its activities. The challenge that FSCICT and the IT community face is how to prioritize major projects and investment when funds are limited. A vetting system has been developed among the Executive IT Committee, the Priority Review Board, and FSCICT.

Safe Workplace Report

Dick Jamieson, Vice President for Campus Services, and Jes Sellers, PhD, Director of University Counseling Services, reported on the Threat Assessment and Behavioral Intervention Team (TABIT). Prior to 2007 and the Virginia Tech shootings, only 20% of colleges and universities had established threat assessment teams. CWRU developed its team after the shooting in the PBL building in 2003. The Provost’s office provides administrative oversight for TABIT. Current TABIT program enhancements include:

1. Updated protocols covering the operation of TABIT
2. An enhanced record-keeping system

3. The production of a brochure providing an overview of TABIT
4. An updated website (in progress)
5. Participation in the National Behavioral Intervention Team Association (NaBITA)
6. Participation in professional training programs and benchmarking CWRU with peer institutions

Dr. Sellers provided the Senate with information on pre-incident behaviors and stressed the importance of paying attention to warning signs. The new website provides detailed instructions on what to do in both emergency and non-emergency situations. The university has created Campus Concerns Committees (undergraduate and graduate) to address potentially dangerous and threatening behaviors from students. Deputy Provost Lynn Singer said that the team will soon be rolling out a plan to address active shooter situations. Dr. Sellers said that all campus community members should be focused on keeping each other safe. A TABIT member is available to the community on a 24/7 basis.

Report from the LGBT Center

Elisabeth Roccoforte, Director of the LGBT Center, introduced the Faculty Senate to the Center. The office opened in 2010 as a result of funding from an anonymous donor and is housed in the Thwing Student Center. The Center provides support, programs, events, education and advocacy for CWRU's LGBT community (including alumni). CWRU is on the LGBT Honor Roll, receiving 4.5 out of 5 stars on the LGBT-Friendly Campus Climate Index. The Center provides the Safe Zone Ally training twice a semester or by request. Those who have participated in the training display a Safe Zone sticker in their office or on a door to indicate that they are an LGBT ally. Over 400 faculty, staff and students have participated in this program to date. As of fall 2012, the CWRU student health plan covers medically necessary transgender-related health care and the university registrar's office has finalized the process for the use of a Preferred Name Option for transgender students. The Office of Inclusion, Diversity and Equal Opportunity is hosting an interest meeting for faculty who are interested in diversity-related research and LGBT research will be included in this group. Deputy Provost Lynn Singer has also established the LGBTA Committee which is comprised of faculty, staff and students and which works to support LGBT programs and implement policy. LGBT allies are welcome to attend these meetings. The university provides domestic partner benefits, however, the coverage may result in taxable income to the partner. A "grossing up" policy has been adopted by a number of colleges and universities to cover this additional cost. CWRU has not adopted this policy yet, and medical insurance for faculty and staff has exclusions for transgender health-related issues even when they are medically necessary. CWRU should continue in its efforts to create an inclusive campus for LGBT individuals. Ms. Roccoforte is available to speak with campus groups and is also willing to meet individually with campus community members who have concerns or need support.

The meeting was adjourned at 5:30 p.m.

Approved by the Faculty Senate



Rebecca Weiss
Secretary of the University Faculty

Proposed By-Laws of the Faculty Senate, VII., Item d., Par. 1-3:

Item d. Finance ~~Budget~~ Committee.

1) The membership and functions of the Faculty Senate Finance ~~Budget~~ Committee (FSFC) shall be as provided in the Constitution, Article VI, Section C.

2) The Chair of the FSFC ~~Senate Budget Committee~~ shall request the President to designate a deputy to sit with the Committee regularly and participate in its deliberations. In fulfillment of the functions of the FSFC ~~Senate Budget Committee~~ specified in the Constitution, Article VI, Section C, Paragraph 3, the FSFC ~~Senate Budget Committee~~ may request the President, or such deputy as the President may designate, to report directly to the Faculty Senate with respect to budgetary matters.

3) An elected faculty member of the FSFC ~~Budget Committee~~ may serve for a maximum of two immediately successive three-year terms and thereafter shall be eligible for re-election to the Committee only after the lapse of at least one year following the expiration of a continuous six-year period of service.

[Proposed Change to Faculty Constitution, Article VI., Sec. C., Par. 1-4 \(Chapter 2 of Faculty Handbook\):](#)

Sec. C. ~~Budget~~ Finance Committee

Par. 1. The [Faculty Senate Finance Committee \(FSFC\)](#) ~~Budget committee~~ shall consist of one voting member elected by each constituent faculty budget committee [from among its members](#) for a term of not less than two years, three members of the University Faculty at-large, at least one of whom must be an elected member of the Faculty Senate, [the chair of the University Budget Committee \(a university-created body that serves in an advisory capacity to the Provost, CFO and President\) ex officio](#), the chair of the Committee on Faculty Compensation *ex officio*, and such additional members *ex officio* as shall be specified in the Faculty Senate By-Laws. The at-large members shall be elected to serve overlapping three-year terms. One of the at-large members shall serve as the chair of the ~~FSFC Budget Committee~~. Should the terms of senatorial members of the ~~FSFC Budget Committee~~ extend beyond their terms as members of the Faculty Senate, they shall complete their committee terms as non-senatorial members.

Par. 2. The ~~FSFC Budget Committee~~ shall participate with the university administration to assure that the budgetary goals and priorities are responsive to the academic plans. [The FSFC shall also receive an annual written report from each of the school budget committees by the end of March, and shall report back to the full Senate at its meeting in April.](#)

[Par. 3. The FSFC, as a representative body of the faculty, advises the Chief Financial Officer regarding all financial matters including but not limited to \[a\] operating plans, forecasts and review of results, \[b\] capital expenditures, \[c\] capital financing, debt ratings and use of endowment, \[d\] investment performance, and \[e\] financial integrity and audit. It receives regular reports from and provides input to the University Budget Committee, administration and deans on behalf of the faculty.](#)

Par. ~~34~~. The ~~FSFC Budget Committee~~ shall review and report to the Faculty Senate on the adherence to budgetary priorities and the attainment of budgetary goals. The ~~FSFC Budget Committee~~ shall advise the Faculty Senate on the financial feasibility of the University's [and schools'](#) current and planned education programs, activities, and facilities, and their effect on the operating budget, capital requirements, and financial health of the University. The ~~FSFC Budget Committee~~ shall also advise the Faculty Senate on budgetary questions as they affect current and planned educational programs, activities, and facilities.

~~Par. 4. The members of the Budget Committee shall serve also as the elected faculty representatives of the University Planning and Budget Committee which reports to and advises the president in the preparation of the budget of the University.~~

Par 5. Each constituent faculty shall have a Budget Committee. The regular members of each Budget Committee shall be selected from among the University voting faculty of that constituent faculty by direct election or by appointment by a directly elected body of that constituent faculty. In addition, each Budget Committee may include additional members *ex officio* as needed.

Proposal to discontinue the PhD in Art History and Museum studies

The Department of Art History and Art proposes to eliminate one of their two PhD programs. They wish to terminate their PhD in Art History and Museum studies. They will maintain their other PhD program in Art History.

According to Professor Scallen, the Art History and Museum Studies Program graduated one student in 2011. The previous student graduated in 2001. No students are currently enrolled in the program.

This proposal was approved in the College of Arts and Sciences in 2012.

It was approved by the Faculty Senate Graduate Studies Committee on January 28, 2013.

Martin Snider, Chair

Faculty Senate Graduate Studies Committee

January 31, 2013

CWRU Action Form for Majors/Minors/Programs/Sequences/Degrees
(instructions on back)

Docket # _____

College/School: College of Arts and Sciences _
Department: Art History and Art
PROPOSED: _____ major
_____ minor
_____ program
_____ sequence
 degree-drop

APPROVED
AAS COE 9-10-12
AAS Graduate Committee 9-20-12
AAS Executive Committee 10-11-12
AAS Faculty 10-19-12

TITLE: Doctor of Philosophy in Art History and Museum Studies

EFFECTIVE: fall (semester) 2012 (year)

DESCRIPTION: CURRENT

The doctoral program in art history and museum studies is offered to a limited number of candidates. The program combines the academic requirements of the art history doctoral program with museum training, and is designed to provide experience in issues of museological practice and history, connoisseurship, conservation, and interpretation, as well as a planned program of academic course work and independent research. Coursework includes a year-long museum studies course and supervised internships. Admission to the program is made on the basis of academic record, experience, recommendations, and personal interviews. A master's degree in art history or its equivalent is required for admission. Applicants are required to submit GRE scores and two research papers written during their matriculation for a master's degree, or a thesis if completed by the time of application. Reading knowledge of one approved foreign language (normally French, German, or Italian) is also required for admission.

Is this major/minor/program/sequence/degree: _____ new
_____ modification
_____ replacement
 drop

If modification or replacement please elaborate: In the 45 years since our two doctoral degree tracks program created, only 5 or 6 students have chosen the PhD in Art History and Museum Studies (as opposed to the regular PhD in Art History). This is a degree that has never "caught on" in the field; indeed some museum directors have expressed suspicion about the validity of such a degree. We have decided therefore to eliminate this program while incorporating its most important feature—a year long required internship at the Cleveland Museum of Art or another approved art museum—into our revised doctoral program in art history.

Does this change in major/minor/program/sequence/degree involve other departments? _____ Yes No

If yes, which departments? _____

Contact person/committee: Catherine Scallen

SIGNATURES:

Department Curriculum Chair(s)/Program Directors: Catherine Scallen 20 August 2012 DATE
Department Chair: Catherine Scallen 20 August 2012
College/School Curriculum Committee Chair: J. Robbins/Coe 9-20-12
College/School Dean(s): J. Robbins/Coe C. Zedler/Coe 9-20-12
~~UUF Curriculum Committee Chair:~~

File copy sent to: _____ Registrar _____ Office of Undergraduate Studies/Graduate Studies
_____ Other: Faculty Senate, C. Zedler, ARTH dept, J. Wake

**Proposal to Change the B.S. in Management Concentrations to Majors, Effective Fall 2013
Weatherhead School of Management, Case Western Reserve University**

Rationale

Currently the B.S. in Management degree requires completion of 122 credit hours in General Education and Major Requirements. Included in the Major Requirements is a five-course concentration in either Banking & Finance or Marketing, or a Dean's Approved Concentration (an option for ambitious and focused students to pursue individualized programs of study). The Weatherhead School of Management proposes to change the three concentrations to majors, effective fall 2013.

Based on recent market research and input from employers, alumni, current students, the University Career Center, and Undergraduate Admissions, the Weatherhead School of Management has determined that revising the curriculum to offer majors is important for our students and the University. The current use of the term concentration puts us at a disadvantage during the admissions and advising processes, as well as in student placement efforts.

Feedback from prospective students and Undergraduate Admissions personnel leads us to conclude that offering majors within the B.S. in Management degree will enable us to better attract and engage student applicants. An academic major is a more familiar concept to prospective students and their parents who are evaluating universities and programs. In addition, high school guidance counselors or prospective students conducting Internet searches for programs offering majors in Banking & Finance or Marketing can easily overlook the Weatherhead School entirely.

Offering majors in Banking & Finance and Marketing also can help us engage with prospective employers. The more rigorous, market-focused majors can increase the attractiveness and marketability of our students, and, in turn, our ability to attract targeted employers to campus for career fairs, networking events, and other programs that significantly benefit our students. Changing the concentration designation to major will benefit the School and the University.

Curriculum Changes

Analysis of employment trends, as well as related faculty strengths, led us to identify areas of competitive advantage. The resulting majors will allow students to further develop skills, expertise, and depth in their selected fields of study. The major requirements consist of a total of 60 credit hours, which are outlined below.

**Proposal to Change the B.S. in Management Concentrations to Majors, Effective Fall 2013
Weatherhead School of Management, Case Western Reserve University**

Principles Requirements

<i>Microeconomics - ECON 102</i>	3
<i>Macroeconomics - ECON 103</i>	3
<i>Introduction to Financial Accounting - ACCT 101</i>	3
<i>Management Accounting - ACCT 102</i>	3
<i>Statistics for Business & Management Science - OPRE 207</i>	3
	<hr/> 15

Core Requirements

<i>Contemporary Business & Communications - MGMT 201</i>	3
<i>Corporate Finance - BAFI 355</i>	3
<i>Managing Organizations & People I - MGMT 250</i>	3
<i>Managing Organizations & People II - MGMT 251</i>	3
<i>Introduction to Information: A Systems & Design Approach - MIDS 301</i>	3
<i>Marketing Management - MKMR 201</i>	3
<i>Operations Research & Supply Chain Management - OPRE 301</i>	3
<i>Business Policy - PLCY 399</i>	3
<i>Advanced Seminars - MGMT 395 (one credit hour; each student must complete three)</i>	3
	<hr/> 27

Management Requirements

<i>Students must complete an 18 credit hour Major in Banking & Finance or Marketing, or a Dean's Approved Major.</i>	18
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Banking & Finance Major Requirements¹

<i>Money & Banking - BAFI 341</i>	3
<i>Investments - BAFI 356</i>	3
<i>Financial Modeling, Analysis & Decision Making - BAFI 357</i>	3
<i>Intermediate Corporate Finance - BAFI 358</i>	3
<i>Cases in Finance - BAFI 359</i>	3
<i>Applied Financial Analytics - BAFI 361</i>	3
	<hr/> 18

Marketing Major Requirements²

<i>Brand Management - MKMR 304</i>	3
<i>Measuring Marketing Performance - MKMR 308</i>	3
<i>Marketing Analytics - MKMR 310</i>	3
<i>Customer Relationship Management - MKMR 311</i>	3
<i>Selling & Sales Management - MKMR 312</i>	3
<i>Strategic Internet Marketing - MKMR 348</i>	3
	<hr/> 18

Dean's Approved Major Requirements³

<i>At least 18 credits of coursework, chosen in consultation with a faculty member who will provide supplemental advising. Must include one of: ECON 326, BAFI 361, or MKMR 310.</i>	18
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TOTAL

60

(Continued on next page)

**Proposal to Change the B.S. in Management Concentrations to Majors, Effective Fall 2013
Weatherhead School of Management, Case Western Reserve University**

Notes on Course Changes from Current Concentrations

¹*Addition of BAFI 359 (Cases in Finance) to create the Banking & Finance Major.*

²*Addition of MKMR 348 (Strategic Internet Marketing) to create the Marketing Major.*

³*Addition of three credit hours, including one of three quantitative courses to create the Dean's Approved Major.*

Additional information about each proposed major is included in the set of completed CWRU Action Forms that accompany this document.

CWRU Action Form for Majors/Minors/Programs/Sequences/Degrees
(instructions on back)

Docket # _____

College/School: Weatherhead School of Management

Department: Banking and Finance

PROPOSED: major
 minor
 program
 sequence
 degree

TITLE: _____

EFFECTIVE: Fall (semester) 2013 (year)

DESCRIPTION:

See attached

Is this major/minor/program/sequence/degree: new
 modification
 replacement

If modification or replacement please elaborate: _____

Does this change in major/minor/program/sequence/degree involve other departments? Yes No

If yes, which departments? _____

Contact person/committee: _____

SIGNATURES:

Department Curriculum Chair(s)/Program Directors: _____ DATE

Department Chair: [Signature] Nov 13, 2012

College/School Curriculum Committee Chair: [Signature] 11/16/12

College/School Dean(s): [Signature] 11/16/12

UUF Curriculum Committee Chair: _____

File copy sent to: Registrar Office of Undergraduate Studies/Graduate Studies
 Other: _____

BS in Management with Current Finance Concentration:

- Required: BAFI 355 – Corporate Finance (Weatherhead Core)
- Upper-Level Coursework

Finance Concentration (15 credit hours)

- BAFI 341 – Money and Banking
- BAFI 356 – Investments
- BAFI 357 – Financial Modeling, Analysis and Decision Making
- BAFI 359 – Intermediate Corporate Finance
- BAFI 361 – Applied Financial Analytics

Proposed Finance Major

- Required: BAFI 355 – Corporate Finance (Weatherhead Core)
- Upper-Level Coursework

Finance Major (18 credit hours)

- BAFI 341 – Money and Banking
- BAFI 356 – Investments
- BAFI 357 – Financial Modeling, Analysis and Decision Making
- BAFI 358 – Intermediate Corporate Finance
- BAFI 359 – Cases in Finance
- BAFI 361 – Applied Financial Analytics

Notes:

1. *More rigorous curriculum relative to concentration, with more courses.*
2. *Same number of sections offered – 358 and 359 are one section per year, in the place of two sections per year of the old 359.*

CWRU Action Form for Majors/Minors/Programs/Sequences/Degrees

(instructions on back)

Docket # _____

College/School: Weatherhead School of Management
Department: Marketing & Policy Studies

PROPOSED: major
 minor
 program
 sequence
 degree

TITLE: _____

EFFECTIVE: Fall (semester) 2013 (year)

DESCRIPTION:

A new marketing major is being proposed under the B.S. in Management Degree offered by the Weatherhead School of Management.

Is this major/minor/program/sequence/degree: new
 modification
 replacement

If modification or replacement please elaborate: _____

Does this change in major/minor/program/sequence/degree involve other departments? Yes No

If yes, which departments? _____

Contact person/committee: _____

SIGNATURES:

Department Curriculum Chair(s)/Program Directors:	<u><i>[Signature]</i></u>	<u><i>Robert K...</i></u>	DATE
Department Chair:			<u>9/21/2012</u>
College/School Curriculum Committee Chair:	<u><i>[Signature]</i></u>	<u><i>Jennifer Johnson</i></u>	<u>9/21/12</u>
College/School Dean(s):	<u><i>[Signature]</i></u>	<u><i>Jennifer Johnson</i></u>	<u>9/21/12</u>
UUF Curriculum Committee Chair:			

File copy sent to: Registrar Office of Undergraduate Studies/Graduate Studies
 Other: _____

Marketing Major within BS in Management

Motivation:

Creation of Marketing major within the BS Management degree is a natural progression in the growth of Marketing group's involvement in undergraduate education. As recently as 2003-04, undergraduate Marketing offerings were limited to 2 courses, a Marketing Management course (which is now part of the Weatherhead core) and an option for Independent Studies. Two marketing electives were added in 2006, and Marketing became an option for concentration in 2007. Since its designation as a concentration, the Marketing group has made several changes to the curriculum to enhance student skill development and experience including aligning electives around distinct job tracks and adding electives that build depth around these tracks (see under "structure" below).

These changes have been deliberate, data driven and goal oriented. We carefully analyzed trends in student employment and job postings, in addition to assessing our strengths and identifying areas where we have competitive advantage. Thereafter, in 2009-2010, we deliberately revamped all electives to align with the job trends and our areas of competitive advantage. We believe it is time to secure a distinctive identity by offering a major in Marketing, as the next goal in the process of strengthening the BS in Management program at Weatherhead.

Not having a major in marketing is considered a weakness that is felt at the time of admissions and advising, as well as in placement efforts. Most of our competitive schools offer a major in marketing including schools with large undergraduate programs like Notre Dame, UT-Austin, Penn State as well as smaller, private schools like Washington University and Tulane University. Not having a comparable offering gives potential employers a signal that we are not serious about producing marketing graduates, or our offerings are not substantial enough. Both of these perceptions need to be dispelled, and we believe a time has come to get a distinctive identity to the marketing program.

Objective:

Offer a major in Marketing that provides a distinct identity to our offerings around distinct areas of our strength thereby making Case Western Reserve University one of the desired destinations for students and employers. This would grow the number of students, and enhance the quality and reputation of Case Western Reserve's and Weatherhead Business School's undergraduate programs.

Structure:

The Marketing major will focus on skill building around the themes of Analytics, Customer Relationships, and Interactive Marketing, and will allow students to develop advanced skills and expertise in one or more areas.

Major (for B.S.)

Hours required for graduation - 122

- A. Required Marketing Courses (Total 21 hours):
 - 1. MKMR 201 – Marketing Management
 - 2. MKMR 304 – Brand Management
 - 3. MKMR 308 – Measuring Marketing Performance
 - 4. MKMR 310 – Marketing Analytics
 - 5. MKMR 311 – Customer Relationship Management
 - 6. MKMR 312 – Selling and Sales Measurement
 - 7. MKMR 348 – Strategic Internet Marketing

- B. Additional Required Courses (Total 18 hours)
 - 8. ECON 102 – Principles of Microeconomics
 - 9. ACCT 101 – Introduction to Financial Accounting
 - 10. ACCT 102 – Management Accounting
 - 11. OPRE 207 – Business Statistics
 - 12. PLCY 399 – Business Policy
 - 13. MIDS 301 – Introduction to Information: A Systems and Design Approach

- C. Students may be permitted to take one or two additional graduate-level marketing courses, and/or Independent Studies (MKMR 360) to strengthen the themes of Analytics, Customer Relationships, or Interactive Marketing.

CWRU Action Form for Majors/Minors/Programs/Sequences/Degrees

(instructions on back)

Docket # _____

College/School: Weatherhead School of Management
Department: _____

PROPOSED: major
 minor
 program
 sequence
 degree

TITLE: Dean's Approved Major (under B.S. in Management)

EFFECTIVE: Fall (semester) 2013 (year)

DESCRIPTION:

A "Dean's Approved Concentration," requiring five courses, has been an option for students to satisfy the concentration requirement for the B.S. in Management. This alternative to existing 5-course concentrations in Finance and Marketing has provided a useful vehicle for students having passions in other areas of business. Nine students have completed Dean's Approved Concentration since 2008, in areas such as: Organizational Behavior & Human Resources; Health Care Finance; Sustainability in Management; and Public Administration & Nonprofit Management.

At this time, consistent with pending transitions from concentrations to majors in Finance and Marketing - each now requiring six courses beyond the introductory level - the Weatherhead School would like to preserve the option for ambitious and focused students to pursue individualized programs of study under the B.S. in Management.

The proposed Dean's Approved Major for the B.S. in Management will require:

- Completion of all core requirements for the B.S. in Management
- A proposal from a student, outlining his/her interests and rationale
- At least 18 credits of coursework, chosen in consultation with a faculty member who will provide supplemental advising, including one of: ECON 326, BAFI 361 or MKMR 310
- Approval of the Weatherhead Undergraduate & Integrated Study Executive Committee

Is this major/minor/program/sequence/degree: new
 modification
 replacement

If modification or replacement please elaborate: _____

Does this change in major/minor/program/sequence/degree involve other departments? Yes No

If yes, which departments? _____

Contact person/committee: _____

SIGNATURES:

DATE

Department Curriculum Chair(s)/Program Directors: _____

Department Chair: _____

College/School Curriculum Committee Chair: *Devinifer Johnson* 11-20-12

College/School Dean(s): *Devinifer Johnson* 11-20-12

UUF Curriculum Committee Chair: _____

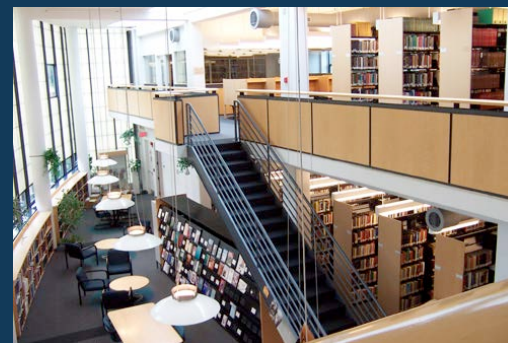
File copy sent to: Registrar Office of Undergraduate Studies/Graduate Studies
 Other: _____



Faculty Senate Committee on University Libraries



February 2013



FSCUL membership

- Frank Merat, CSE, Chair
- Mary Quinn Griffin, SON
- Michael Landers, SOD
- Cassandra Robertson, LAW
- Damir Janigro, SOM
- Amy Wilson, MSASS
- Sarah Gridley, CAS,
- Rolfe Petschek, CAS
- Richard Buchanan, WSOM
- William Deal, CAS
- Taryn Fitch, undergraduate student representative
- X, graduate student representative
- Matthew Fleshman, postdoc student representative
- Ginger Saha, Health Sciences Library, *ex-officio*
- Ray Muzic, chair FSCICT, *ex-officio*
- Andrew Plumb-Larrick, Law Library, *ex-officio*
- Samantha Skutnik, MSASS Library, *ex-officio*
- Arnold Hirshon, Associate Provost & University Librarian, *ex-officio*
- Lev Gonick, VP ITS, *ex-officio*
-

OhioLINK

- Continue to monitor

MOOCs, distance education and their relationship to the library

- Continue to monitor

Strategic Planning

- Worked with KSL to monitor implementation of KSL strategic plan approved in April 2011
- Prepared and submitted statement about library funding to University strategic planning steering committee and working groups

Strategic Planning

Great research universities have great research libraries, and great libraries increase the status and competitiveness of the university.

The University libraries are foundational to every aspect of the University's mission: teaching, research, service, and outreach.

The FSCUL statement regarding University funding of the CWRU libraries pertains to all of the CWRU libraries, including KSL, Health Sciences, Law, and MSASS.

How are libraries ranked?

...it is no longer based simply upon the size of library collections

The Association of Research Libraries ranks libraries using the “ARL Investment Index” which is based upon:

- Total library expenditures
- Salaries and wages for professional staff
- Total library materials expenditures
- Professional plus support staff

There is a strong correlation between ARL rankings and both the U.S. News & World Reports and the Federal research dollar rankings.

Where does CWRU rank?

- 90th out of 115 in 2003
- 103rd in 2011 – second from the bottom for private research universities

Comparison with peer institutions

2011 Index Rank	Institution	2011 Total Library Expenditures	2011 Salaries & Wages of Prof. Staff	2011 Total Library Materials Expenditures	2011 # of Prof. & Support Staff	% of budget spend on materials
25	Emory U.	\$36,651,350	\$6,714,443	\$16,507,242	235	45.0%
26	U. of Chicago	\$36,153,527	\$5,111,645	\$18,680,779	251	51.7%
29	Johns Hopkins	\$32,416,105	\$8,343,018	\$15,480,846	250	47.8%
34	Northwestern	\$30,948,218	\$8,308,410	\$14,035,157	259	45.4%
46	Washington USTL	\$27,440,983	\$6,663,340	\$12,151,603	200	44.3%
52	Vanderbilt	\$25,206,657	\$6,163,839	\$12,274,237	189	48.7%
62	MIT	\$23,054,773	\$8,225,403	\$8,333,732	157	36.1%
83	U. of Rochester	\$19,010,587	\$5,428,638	\$8,818,112	150	46.4%
103	CWRU	\$14,763,679	\$4,071,158	\$7,392,519	105	50.1%

Note: CWRU ranking covers all libraries including KSL, Health Sciences, Law and MSASS.

Recommendations

The mean ARL ranking for private research universities is 48. The ARL ranking is strongly correlated with US News & World Report rankings and Federal research funding.

A goal for 2018 would be to increase CWRU's ranking from 103 to 65.

Note that this ranking is still below all of our peers except Univ. of Rochester (currently 83).

An aspirational goal for 2026 would be to reach an ARL ranking of 45.

To achieve a ranking of 65 in five years would require an annual 15.5% increase in expenditures from the current \$14.7M to reach \$30.3M in 2018.

Where could this increased funding go?

Investment strategies in support of university plans	Academic Excellence	CWRU 2026	Our People	Research & Innovation	Finance, op & Infrastructure
1. Information Content Expansion. Substantial increases in print and electronic research collections are vital to rapidly changing research and education.	✓	✓	✓	✓	✓
2. E-research and digital scholarship. The future of most research is electronic. The libraries will need support experts who will work collaboratively with the College, Schools, and ITS.	✓	✓	✓	✓	✓
3. Facilities revitalization. The libraries will provide technology-enabled collaborative and individual research/instructional spaces.	✓	✓	✓	✓	✓

OhioLINK

Continued over-reliance upon OhioLINK at current levels could put in jeopardy the future of research support at CWRU as OhioLINK shifts its limited resources to meet the basic needs of the entire membership.

For example, OhioLINK cut the Web of Science (including BIOSIS) shifting the cost back to CWRU. Other such cuts are very possible as OhioLINK's recurring expenses are underfunded by \$1M and its funding reserves are nearly depleted.

The current library budget cannot absorb the costs of replacing OhioLINK resources

**FACULTY
SENATE
COMMITTEE ON
INFORMATION AND
COMMUNICATION
TECHNOLOGY**

FSCICT

AY 2012-2013 Report to Executive Committee

20 Feb 2013

Raymond F. Muzic, Jr., FSCICT Chair

Lev Gonick, VP for ITS & CIO

FSCICT IS AN ADVISORY BODY

The FSCICT shall advise the VP for ITS and the Executive Technology Steering Committee on policies, strategies and practices that promote the effective use and management of information and communication technologies (ICT) to support the University's academic and administrative missions. The committee shall: (By-Law VII, Item j, Par 2, By-Laws of the Faculty Senate)

- Establish priorities related to ICT policies and strategies on the campus;
- Review and provide input annually on the operations and budget of ITS;
- Advise, consult and help develop guidelines and policies on how to organize and govern information and communication-related services, and how to develop, select and budget for ICT within University Information Technology Services and other technology organizations within the university.

The Committee shall report to the Faculty Senate at least once each year. By-Law VII, Item j, Par 3, By-Laws of the Faculty Senate

Student and faculty members of committees of the Faculty Senate who are not elected senators may attend all meetings of the Faculty Senate, and may participate in the discussions of the Faculty Senate related to their committee's work. Art V, Sec D of Faculty Handbook

Chairs of FS standing committees are voting members of the FS Art V, Sec C of Faculty Handbook

ITS = Information Technology Services: Computers, networks, Care Center, software, ...

FSCICT OPERATIONS

- We use <http://fscict.case.edu> to exchange information and keep organized
 - Visible to all CWRU; editable by FSCICT members
 - Includes charge, members, agenda, Minutes, ...
 - Archive for future reference
- Meet monthly as detailed in *The Matrix* on our home page:

When		Where	Recorder	Agenda Draft/Final	Minutes Draft/Accepted
Tue 9/25/2012	1:00 PM	Dampeer Room, Kelvin Smith, 2nd Floor	Muzic	<u>F</u>	<u>A</u>
Tue 10/23	1:00 PM	Wickenden 307 (Yu, Engineering)	Gonick	<u>F</u>	<u>A</u>
Tue 11/27	1:00 PM	<u>UH-Wearn B37</u> , (Griswold & Muzic, Medicine)	Hauck	<u>F</u>	<u>A</u>
Tue 12/18	1:00 PM	<u>Kelvin Smith 215 (ACR)</u> , (Bielefeld & Gonick, ITS)	Teich	<u>F</u>	<u>A</u>
Tue 1/22/2013	1:00 PM	<u>Kelvin Smith 215 (ACR)</u> , (Baeslack)	Yu	<u>F</u>	<u>D</u>
Tue 2/26	1:00 PM	Adelbert M2	Griswold		
Tue 3/19	1:00 PM		Burant		
Tue 4/23	1:00 PM		Mihos		
Tue 5/28 (if needed)	1:00 PM				

FSCICT OPERATIONS

- We use <http://fscict.case.edu> to exchange information and keep organized
 - Visible to all CWRU; editable by FSCICT members
 - Include
 - Archive
 - Meet month

Tue 9/25/2012
Tue 10/23
Tue 11/27
Tue 12/18
Tue 1/22/2013
Tue 2/26
Tue 3/19
Tue 4/23
Tue 5/28 (if need)

Discussions

- Meeting 2013-02-26
- Interim Report FSCICT 2013-01-29
- Meeting 2013-01-22**
- Meeting 2012-12-18
- Meeting 2012-11-27
- Meeting 2012-10-23
- Meeting 2012-09-25
- 2012 ITS Annual Report
- Creating a Google Sites Website
- End-of-Year FSCICT Report 2012-05-09
- Priority Review Board
- ITSPAC
- Privileges and Responsibilities
- Membership
- Calendar
- Correspondence
- Links
- Administrative
- Help
- Sitemap

Meeting 2013-01-22

posted Dec 20, 2012, 12:12 PM by Raymond Muzic [updated Jan 22, 2013, 12:15 PM]

Agenda

Item	Duration	Topic	Participants
1	10 min	Chair's Announcements <ul style="list-style-type: none">▪ Guests: Bud Baeslack, Provost; Chris Ash, VP for Planning▪ Minutes from last time▪ Meeting times for Spring 2013, continuing Tue @ 1:00 on 2/26, 3/26, 4/23, 5/28▪ Report to Faculty Senate, Chair Robin Dubin<ul style="list-style-type: none">▪ Ray to draft report and circulate to FSCICT for approval▪ Which month to present? Does anybody want to participate?▪ Recorders:<ul style="list-style-type: none">▪ 2/26 Griswold▪ 3/26 Burant▪ 4/23 Mihos▪ Upcoming meeting themes: School/college?, Internationalization?	Ray
2	30 min	Strategic Planning <ul style="list-style-type: none">▪ Strategic Planning website includes slides on process, timeline, committees, etc.▪ Faculty engaged in Strategic Planning, Who?	Bud Baeslack, Chris Ash
3	20 min	Project proposals/prioritization (Insufficient time. Topic postponed until until Feb.) <ul style="list-style-type: none">a) Faculty Innovation and Technology Center, Robert Miller. FSCICT sponsored in 2011b) ARC-IACUC Management, Mark Chance, SOMc) Clinical Informatics, Mark Chance, SOMd) Research Storage slide 3+, ITSe) Secure Research Environment slide 5+, ITSf) Big Data slide 9+, ITSg) Electronic signatures ?	Ray & everyone

File	Size	Uploaded by	Date	Version	Download
FSCICTMeetingMinutes20130122.docx	(17k)	Raymond Muzic	Jan 24, 2013, 4:28 AM	v.2	↓
Senate IT 1-22-13.pdf	(416k)	Raymond Muzic	Jan 21, 2013, 3:54 PM	v.1	↓

APPROACH

- Bring together campus leaders
 - Faculty, ITS, students
- Encourage engagement
 - Members take turns being meeting recorders
- Encourage members to be representatives
 - Bidirectional: solicit input & disseminate

PARTICIPANTS

- Faculty, ITS, student leaders →
- Collaborate with FSC on University Libraries
 - Reciprocal membership: chairs, VPs
- Regularly attending guests
 - Roger Bielefeld, Dir. ITS Design
 - Andrew Rukovena, Chair. Council Tech Officers
- As needed/available
 - Mark Henderson, Assoc. VP & COO/ITS
 - Tom Siu, CISO
 - Colleen Nagy, Sr. Dir. Strategic Initiatives
 - Michael Kubit, Dir. ITS Run
 - Many others

Member	Representing	Term
RAYMOND MUZIC, Chair	SOM	2012-2015
TBN	SON	2011-2014
IWAN ALEXANDER	CSE	2011-2014
CHRISTOPHER BURANT	SON	2010-2013
MARK GRISWOLD	SOM	2011-2014
STEVEN HAUCK sub for CHRIS MIHOS in Fall	CAS	2010-2013
LEONARDO MADUREIRA	WSOM	2012-2015
AMY WILSON	MSASS	2010-2013
SORIN TEICH	SODM	2012-2015
XIN YU	CSE	2012-2015
SCHUYLER THOMPSON for ANDREW BROWN	Undergraduate Students	2012-2013
AUSTIN BENNETT	Graduate Students	2012-2013
KRISHNA VUKOTI	Post-Doctoral Scholars	2012-2013
<i>ex officio</i>		
FRANK MERAT	Chair, FS Committee on University Libraries	
LEV GONICK	VP, Information Technology Services	
W. A. "BUD" BAESLACK III	Provost & Executive VP	
ARNOLD HIRSHON	University Librarian	
Invited Consultant		Representing
ROGER BIELEFELD	Research Computing/HPCC, ITS	
MARK HENDERSON	Associate VP & COO, ITS	
TOM SIU	Chief Information Security Officer, ITS	
ANDREW RUKOVENA	Chair, Council of Technology Officers	

<http://fscict.case.edu/membership>

Design

Roger Bielefeld

Build

Jess Walders

Run

Mike Kubit

FSCICT MATTER 1

- Policy for ITS support of faculty members
 - Genesis: concern reported to FSCICT by faculty member
 - Care Center would not install software on personally-purchased computer used for university business;
 - OK for students, OK for CWRU-owned
 - Constraint: CWRU contractual obligations, software licensing
 - Outcome: New ITS policy to support maintenance, repair, *WIP* software
 - Computers used for CWRU business, regardless of ownership
 - Working on software contracts
- Revised policy

<http://fscict.case.edu/discussions/meeting2012-09-25>

FSCICT MATTER 2

- www.case.edu visibility
 - Genesis: FSCICT member reported poor contrast
 - Engage Chris Sheridan
 - Result: Revised design

Before

search 

ONE OF THE NATION'S TOP UNIVERSITIES

Case Western Reserve, a leader among independent research universities, offers world-class academic programs in Cleveland's culturally vibrant University Circle.

After

search 

ONE OF THE NATION'S TOP UNIVERSITIES

Case Western Reserve, a leader among independent research universities, offers world-class academic programs in Cleveland's culturally vibrant University Circle.

FSCICT THEME 2012/2013 – OUTREACH

- Outreach to schools, college, units

- Genesis: concern about bidirectional communication of FS committees identified at beginning of year FS retreat
- Outcome: FSCICT comes to schools/college/units
 1. *What are you doing?*
 2. *How can FSCICT help?*

- Results

- | | | |
|-------|--|--|
| ◆ Oct | Case School of Engineering | Clare Rinnac et al. |
| ◆ Nov | School of Medicine | Mark Chance et al. |
| ◆ Dec | ITS | Lev Gonick et al. |
| ◆ Jan | Strategic Planning | Bud Baeslack |
| ◆ Feb | Priorities Review,
Internationalization | Colleen Nagy, Mark Henderson
David Fleshler, Molly Watkins,
Marielena Maggio |

FSCICT CHALLENGE

- Many good projects, limited resources
 - a) Faculty Innovation and Technology Center
 - b) ARC-IACUC Management
 - c) Clinical Informatics
 - d) Research Storage
 - e) Secure Research Environment
 - f) Big Data

VETTING PROJECTS

Executive IT Committee

- Set annual goals
- Authorize major projects and investments
- Approve policy changes
- Review outcomes

Priority Review Board

- Approve feasibility and design phase of major projects
- Recommend major projects and initiatives
- Recommend priorities

FSCICT

- Shape annual goals for technology
- Provide feedback on proposed priorities and initiatives
- Review outcomes

- Bud Baeslack, Provost and Executive VP
- John Sideras, Senior VP of Finance & CFO
- John Wheeler, Senior VP for Administration
- Lev Gonick, VP for ITS and Chief Information Officer

18 Members with 2 Co-chairs:

- Jeff Duerk, Dean Case School of Engineering
- Mark Henderson, Associate VP for ITS & COO
- Organizer: Colleen Nagy, Sr. Director, Strategic Initiatives, Policy, and Portfolio Management

SUMMARY

- FSCICT active committee, engaged with schools/college and ITS
- We aim to be transparent and make materials available via <http://fscict.case.edu/>
- We have been successful in addressing matters
 - Contact us for help or to share ideas
- CWRU is a big place and there are many good projects proposed

TABIT: Threat Assessment & Behavioral Intervention

Faculty Senate

February 20, 2013

**Richard Jamieson, VP, Campus Services &
Jes Sellers, PhD, Director, University Counseling
Services**

Threat Assessment Behavioral Intervention Team (TABIT)

- Originally formed as BRAT after PBL shooting incident . Further developed after Va. Tech shootings and evolved into BRAC
- Administrative oversight provided by Provost's office . Representatives from the following offices serve as core team members:
 - Provost
 - Student Affairs
 - General Counsel
 - Police/Security
 - Counseling
 - Human Resources
- Since inception TABIT has reviewed and resolved numerous situations that were perceived as possible threats by members of the campus community

TABIT Program Enhancements

Current initiative utilizing DOE EM Grant to update and enhance TABIT. These enhancements include:

- Updated protocols covering operation of TABIT
- Enhanced record keeping system
- Produced brochure providing overview of TABIT program
- Updated TABIT web-site (in progress)
- Joined National Assoc. of Behavioral Intervention and Threat Assessment (NABITA)
- Participating in professional training programs and benchmarking CWRU program with peers

Report on Threat Assessment - April 2012

Threat Assessment, Intervention & Engagement

Recommendations for a formal model of threat assessment, intervention and caring engagement to prevent campus violence at

Case Western Reserve University



Jes Sellers, PhD,
Director, University Counseling Services

Jason Goodrick
Director, Office of Emergency Management

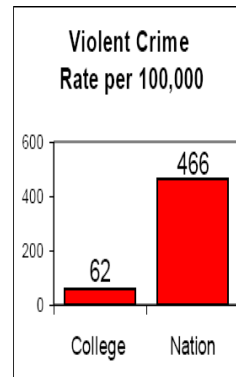
Sponsored by the U.S. Department of Education - Emergency Management for Higher Education Grant

April 16, 2012

TABIT Report Summary

Campus Violence: Data on Occurrences

The rate of violent crime on a college campus is far less than in the community. According to government statistics, violent crime is 7 times greater in the community than on a college campus (see table).



The rate of violent crime is approximately 7 times higher in the general community than on college campuses. Source: *Campus Law Enforcement, 2004-05* (Feb 2008)

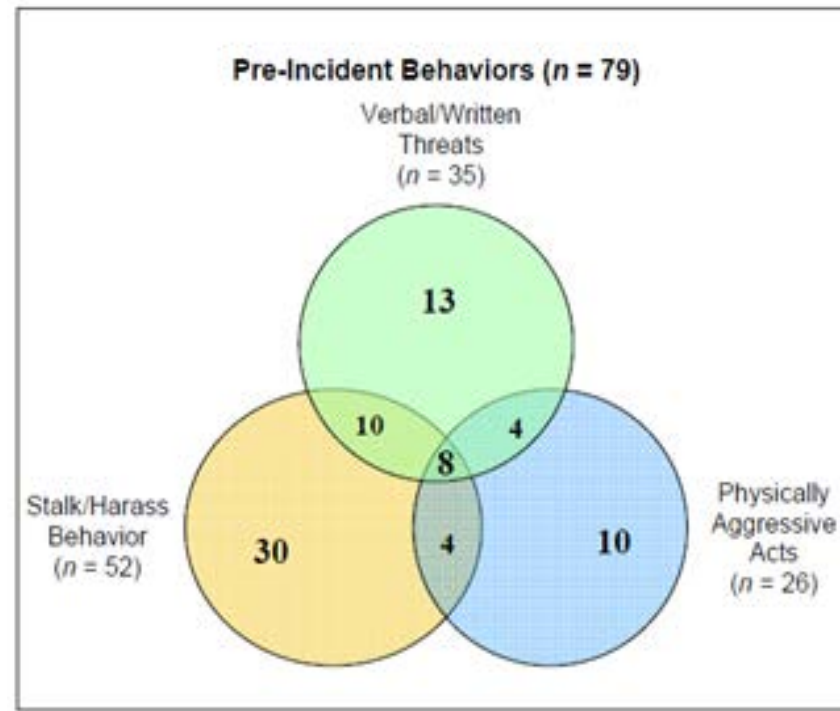
<http://www.ojp.usdoj.gov/bjs/pub/pdf/cle0405.pdf>

TABIT Summary: IHE Incidents of Targeted Violence

Categories	<i>n</i> =	%
Related to an Intimate Relationship	77	33.9
Retaliation for Specific Action(s)	31	13.7
Refused Advances or Obsession with the Target	23	10.1
Response to Academic Stress/Failure	23	10.1
Acquaintance/Stranger Based Sexual Violence	22	9.7
Psychotic Actions	18	7.9
Workplace Dismissal/Sanction	14	6.2
Need to Kill / Specific Victimology	7	3.1
Draw Attention to Self/Issue(s)	7	3.1
Bias Related	5	2.2
Total	227	100

US Secret Service, Department of Education and the Federal Bureau of Investigation entitled, *Campus Attacks: targeted violence affecting IHEs, a review of reports from 1900-2008*,

TABIT Report Summary: Pre-Incident Behaviors



Safe Campus Website

<http://www.case.edu/safecampus/index.html>

The screenshot shows a web browser window displaying the CWRU Safe Campus website. The browser's address bar shows the URL <http://www.case.edu/safecampus/campus-concerns>. The website header includes the Case Western Reserve University logo and navigation links: Home, Apply, Give, Visit, Find, and a search bar labeled "search cwru".

The main content area is titled "SAFE CAMPUS | Campus Concerns Committees" with a link to "Download the brochure(pdf)". A left-hand navigation menu includes: Safe Campus Home, Take Action, **Campus Concerns Committees** (highlighted), Consultation Resources, and Threat Assessment –TABIT.

The main text reads: "you care—and so do we." To address potentially dangerous threats or behaviors from members of the campus community, Case Western Reserve has created Campus Concerns Committees for both urgent and non-urgent situations. In an emergency situation, always contact [CWRU Police](#) immediately at 216.368.3333.

for urgent (non-emergency) concerns:

The Threat Assessment and Behavioral Intervention Team (TABIT) evaluates potentially worrisome situations. If the committee concludes a threat to the campus exists, TABIT members will act in accordance with university policy.

Any university community member who is concerned about a situation may activate the team for a meeting. To request an urgent assessment, contact one of the following:

- Office of the Provost—216.368.4344, case.edu/provost
- Human Resources—216.368.6964, hr.case.edu
- Office of Student Affairs—216.368.2020, students.case.edu

for non-urgent concerns:

about undergraduate students:

The Undergraduate Students of Concern (U-SOC) committee includes employees from Undergraduate Studies and Student Affairs who meet weekly during the academic year regarding students considered at risk.

If you are concerned about an undergraduate, contact one of the following:

- Undergraduate Studies—216.368.2928, case.edu/ugstudies

The Windows taskbar at the bottom shows the time as 1:13 PM on 2/20/2013.

Violence: Warning Signs

- Past History: past violence is the best predictor of future violence

(What do you know?)

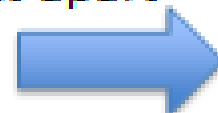
- For Affective Violence: clenched fist, staring, raised voice, swearing, standing close, standing with feet apart

- Grievance



staring, fist, staring

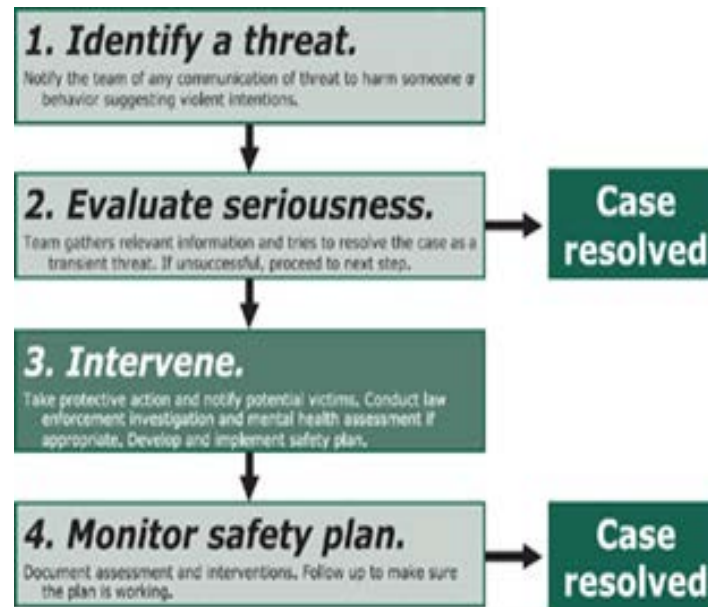
Idea/Emotion



Attack

- Verbal Threat

TABIT Report Summary: Identify, Evaluate, Intervene & Monitor



Personality Traits Associated with Violence

Impulsivity

Low frustration tolerance

Inability to tolerate criticism

Anti-social

Sense of entitlement

Lack of intimate relationships

Externalization, tendency to blame

De-escalation Skills

Speak calmly

Take them seriously

Be patient- don't interrupt

Don't engage in arguing

Use active listening- acknowledge emotions

Keep your nonverbal cues non-threatening

Respect personal space and be cognizant of multicultural differences that may exist

Invite the person to sit down - offer food or drink

Scenarios

- Student
- Faculty
- Staff



Liz Roccoforte
Director, LGBT Center

CWRU's LGBT Center

- Provide **resources, programs and support**, as well as a welcoming space for the lesbian, gay, bisexual, transgender and allied **students, faculty, staff and alumni**.
- Create and implement programs and events for the broader CWRU campus to **raise awareness** about LGBT issues and assist in creating a more **inclusive, safe space for the LGBT community**

CWRU makes LGBT Honor Roll, receiving 4.5 out of 5 stars on the LGBT-Friendly Campus Climate Index.



- Student life, policies and practice, housing and residence life, and counseling and health services are just a few of the criteria measured for the index.
- The university was cited for expressly using the words **sexual orientation, and gender identity/expression in its nondiscriminatory statement** and Equal Employment Opportunity policy, which are in print materials and posted online.

Annual Events & Programs

Fall:

- National Coming Out Day Celebration Week (Week of October 11th)
- World AIDS Day (December 1st)
- In(queer)ies: Special Topics in LGBTQ Life (2 sessions per semester)
- Transgender Day of Remembrance (November 18th)

Spring:

- OUT at Work Panel & Networking Session (March)
- Lavender Graduation (May 1st)

LGBT? Fine By Me T-Shirt Give Away



National Coming Out Day Ally Party



SAFE ZONE ALLY PROGRAM

- 3 hour workshop provided twice a semester or by request.
- Participants display Safe Zone sticker on door or in office to communicate that they are a LGBT ally
- Department/office specific workshops can be arranged

Over 400 faculty, staff and student Safe Zone allies @ CWRU



CWRRU



pride
LGBT ALUMNI NETWORK



Student Related Policy Updates

- As of Fall 2012, the CWRU student health care plan covers medically necessary transgender related health care.
- The University Registrar's office has finalized the process of the use of a Preferred Name Option for students.

<http://www.case.edu/registrar/prefname.html>

LGBT Related Research on Campus

- The Office of Inclusion, Diversity and Equal Opportunity is hosting an interest meeting for faculty who are involved in diversity related research
- LGBT research will be included in this group
- First meeting: Thursday, February 28th 1-2pm
- RSVP: ksy4@case.edu

Employee Related Policy Initiatives

LGBTQ Campus Committee

- Comprised of faculty, staff and students
- Committee works to implement policy, social and support LGBTQ programs
- Meets monthly- next meeting February 26th, 2013 12pm. RSVP to Holly McGivern hkm3@case.edu

Preferred Name Policy

- A preferred name policy would allow for all CWRU employees and students to set and use a preferred name within the university's information systems
- University of Michigan Preferred Name Policy:
“.....It is the policy of the university that any student, active or retired faculty or staff member, or alumni may choose to identify themselves within the university's information systems with a preferred name in addition to the person's legal name. It is further understood that the person's preferred name shall be used in all university communications and reporting except where the use of the legal name is required by university business or legal need.”
<http://www.itcs.umich.edu/itcsdocs/r1461/>

LGBT Related Employee Benefits

- Domestic Partner benefits include:
 - Benelect, post-tax benefits, retirement, time off, education, personal assistance, discount program, financial conveniences, and recreation.
- Domestic Partners must qualify and bring in documentation of co-habitation, financial liability, etc.

Limitations of Partner Benefits

- *Under federal and state law, benefit coverage of the non-employee domestic partner and his/her children, including tuition waiver benefits, may result in taxable income to the employee and is subject to income tax withholding and applicable payroll taxes.*

<http://case.edu/lgbt/policy/ohio.html>

Employee Financial Burden of Partner Benefits

- **Employees with partner benefits pay on average \$1,069 per year more in taxes** than would an employee with the same coverage for a legally recognized different-sex spouse.*
- **“Grossing Up”** is increasingly becoming a best practice amongst business and universities.

*Williams Institute and Center for American Progress report

Universities who have adopted a “grossing up” policy include:

- Barnard College
- Bowdoin College
- Colorado College
- Columbia University
- Princeton University
- Syracuse University
- University of Pennsylvania
- Yale University

Transgender Employee Health Care Exclusions

- Removal of exclusions from insurance policies would provide medically necessary healthcare for transgender individuals. Inclusive healthcare for transgender individuals is considered a “best practice,” and is consistent with CWRU’s commitment to inclusivity and non-discrimination.

Medically Necessary Health Care

American Medical Association Resolution: Removing Financial Barriers to Care for Transgender Patients

- “An established body of medical research demonstrates the effectiveness and medical necessity of mental health care, hormone therapy and sex reassignment surgery as forms of therapeutic treatment for many people diagnosed with GID ... Therefore, be it RESOLVED, that the AMA supports public and private health insurance coverage for treatment of gender identity disorder.” <http://www.ama-assn.org/resources/doc/hod/a08resolutions.pdf> , 2008
Resolution 122

Organizations that have adopted similar resolutions:

- American Psychological Association
- American Academy of Family Physicians
- National Association of Social Workers
- American Public Health Association
- American College of Obstetricians and Gynecologists
- World Professional Association for Transgender Health
- National Commission on Correctional Health Care

Summary

- LGBT Center provides support, education, programs, events and advocacy for CWRU's LGBT community.
- The Safe Zone program, open to faculty, staff and students has provided educational workshops to over 400 people on the CWRU campus
- The LGBT Center and LGBT Campus Committee work together to continue CWRU's strong commitment to creating an inclusive campus for LGBT individuals

Questions?

Liz Roccoforte, LGBT Center Director
LGBT CENTER, THWING WEST
368-LGBT or lgbt@case.edu

