



Faculty Senate Meeting

Thursday, February 26, 2015

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

AGENDA

3:30 p.m.	Approval of Minutes from the January 28, 2015 Faculty Senate meeting, <i>attachment</i>	R. Savinell
	President's and Provost's Announcements	B. Snyder B. Baeslack
3:35 p.m.	Chair's Announcements	R. Savinell
3:40 p.m.	Report from the Secretary of the Corporation	P. Poulos
3:45 p.m.	Report from the Executive Committee	R. Ritzmann
3:50 p.m.	Faculty Handbook: Honorary Degree Nominations, <i>attachment</i>	D. Carney
3:55 p.m.	Approval of Academic Calendar, <i>attachment</i>	A. Hammett
4:00 p.m.	Diversity Annual Report	M. Mobley
4:15 p.m.	Sexual Misconduct Policy Clarifications	P. Poulos
4:30 p.m.	Update on Sexual Misconduct Education Activities	L. Stark

Faculty Senate Meeting

Wednesday, February 26, 2015

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

Members Present

Alexis Abramson
Bud Baeslack
David Carney
Juscelino Colares
Heath Demaree
Nicole Deming
Peg DiMarco
Mitch Drumm
Robin Dubin
Karen Farrell
Carol Fox
Peter Harte

Susan Hinze
David Hussey
Kurt Koenigsberger
Erin Lavik
Xiaoyu Li
William Merrick
Mary Quinn Griffin
Roy Ritzmann
Andrew Rollin
Sandra Russ
Robert Savinell

Benjamin Schechter
Divya Seth
Glenn Starkman
Barbara Snyder
Philip Taylor
Mark Votruba
Gillian Weiss
Rebecca Weiss
Stuart Youngner
Amy Zhang
Christian Zorman

Members Absent

Joseph Baar
Timothy Beal
Cynthia Beall
Karen Beckwith
Cathy Carlin
Susan Case
Queenie Cheong
Colleen Croniger
Scott Fine
T. Kenny Fountain

Angelina Herin
Jessie Hill
Lee Hoffer
Megan Holmes
Jean Iannadrea
Zina Kaleinikova
Lisa Lang
Kathryn Mercer
Sonia Minnes
Diana Morris

Carol Musil
Rakesh Niraj
Martin Palomo
Pushpa Pandiyan
John Ruhl
Alan Tartakoff
Elizabeth Tracy
Horst von Recum
Richard Zigmund

Others Present

Don Feke
Amy Hammett
Arnold Hirshon
Barbara Juknialis

Jon Sideras
Lynn Singer
Marilyn Mobley
Dean Patterson

Lou Stark
Sue Workman

Call to Order

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

Approval of Minutes

Hearing no objections, the Faculty Senate meeting minutes of January 20, 2015 were approved as submitted.

President's Announcements

President Snyder reported that the university has received a \$2.2 million gift from the Eric and Jane Nord Family Fund to endow a professorship in the humanities. The recipient of the professorship will also serve as director of the Baker-Nord Center for the Humanities. The inaugural recipient of the endowed professorship is classicist Dr. Peter Knox.

The university has received a \$1.55 million grant from the Andrew W. Mellon Foundation to support a new humanities collaboration between CWRU and Cuyahoga Community College. The four-year grant will support an initiative designed to encourage interest in the humanities among students at Tri-C, and provide them with a path toward a bachelor's degree at Case Western Reserve.

The Jack, Joseph and Morton Mandel School of Applied Social Sciences has received a \$1 million commitment from the Higley Fund of the Cleveland Foundation to support collaborative research and education space as part of the renovation of the MSASS building. This is the single largest gift ever made from the Higley Fund.

22,900 applications have been received for the class of 2019. Faculty participation in the admissions process between now and May 1 is extremely important.

Professor Savinell gave a report on Senate activities to the Board of Trustees at the February Board meeting. The report was very well received.

The CWRU Board of Trustees approved the east/west campus connector and the Health Education Campus *in concept*. Better cost estimates for the construction and operation of the Health Education campus are required for final Board approval.

The sexual climate survey will be distributed to students shortly.

Provost's Announcements

The Provost reported that the schools are working on their 2016 budgets.

The Office of Student Affairs (Dean Patterson) will host a forum tomorrow on a new online system for bias reporting. The forum will be held in Adelbert Hall. Students have always had a

process for reporting alleged incidents of bias. The only change now is that the system is online.

Chair's Announcements

Prof. Savinell announced that a Senate budget meeting will be scheduled for May. A similar meeting was held last year. The Executive Committee agreed that the meeting should be held annually. Prof. Savinell suggested that the meeting be scheduled between finals and Commencement. The Committee agreed with this timeframe.

Report from Secretary of the Corporation

Peter Poulos, Chief Risk Management Officer and Chief Litigation Counsel, gave the report from the February 20-21st Board of Trustees meeting. Among other items the Board approved 11 junior faculty appointments and 4 inaugural professorship appointments. The Board also approved a rename of the graduate program in anesthesiology to the Master of Science in Anesthesia. The full report is attached. *Attachment*

Report from the Executive Committee

Professor Sandra Russ, past chair of the Senate, gave the report from the February 10th Executive Committee meeting. The Executive Committee discussed the following matters:

- 1. Handbook provision relating to return of faculty appointment letters-** the Committee discussed the provision of the Faculty Handbook relating to notice of acceptance of appointment terms. The Handbook provides that if the University doesn't receive notice of acceptance by a faculty member, of his/her appointment terms, the faculty member's appointment may be terminated by notice given within 60 days of the delivery of the appointment form. The Committee on By-Laws sought input from the Executive Committee on how this provision should be clarified. The Executive Committee charged the By-laws Committee with revising this provision to account for situations in which it may not be prudent for a faculty member to sign and return his/her appointment letter as required under the current rules, but also taking into consideration the university's need to staff courses on a timely basis.
- 2. Report from subcommittee discussing tenure issues-** a subcommittee of several members of the Executive Committee were charged with discussing several issues relating to tenure that had been brought to the Executive Committee at its last meeting. The subcommittee met and recommended that the Committee on Faculty Personnel be charged with:

- Determining how to monitor the proportion of tenure-track to non-tenure track faculty within constituent faculties, and
- Determining when faculty search committees should be mandatory

The subcommittee also recommended that the issue of monitoring compliance with affirmative action policies when hiring tenure track and non-tenure track faculty should be referred to the Provost's Office.

The Executive Committee approved these recommendations.

3. The Executive Committee heard reports from the CAS and WSOM school representatives on current issues/activities within their respective schools.

Faculty Handbook: Honorary Degree Nominations

Professor David Carney, chair, Faculty Senate By-Laws Committee, presented proposed revisions to the Honorary Degree provision of the Faculty Handbook. Under the proposed revisions, the honorary degree committee would have greater flexibility in the number of nominations it makes. The revisions also provide that under unusual circumstances, the degree may be awarded other than at commencement or other major university convocation. The Faculty Senate voted to approve the revisions to the Honorary Degree provision of the Faculty Handbook. *Attachment*

Approval of Academic Calendar

Amy Hammett, University Registrar, presented the 2015-2020 academic calendar. A senator commented that it might make sense to add a couple of extra days of instruction to the calendar because of the severe winters we are experiencing and the number of days that the university has had to close. The Senate discussed adding extra days between the end of classes and finals, shortening winter break or spring break and scheduling Commencement a week later. A suggestion was made to track the number of snow days over the next few years before making a decision on this issue. A senator asked how the number of instructional days at CWRU compares with peer institutions. Amy Hammett said she believes that they are very similar but that she would be happy to research this issue. The Senate agreed that this would be a good idea. A senator from the SON was asked whether students engaged in clinical activities cancel when the university closes. The senator said that she would will look into this. Prof. Savinell said that the Senate Executive Committee should consider these issues at a future meeting. The Senate approved the 2015-2020 academic calendar. *Attachment*

Diversity Annual Report

Marilyn Mobley, Vice President for Inclusion, Diversity and Equal Opportunity, presented the

Diversity Annual Report to the Senate. This is the third year of the Diversity Strategic Action Plan (DSAP). An impact report will be published at the end of the year, and a campus-wide diversity forum will be held in September. The OIIDEO office will be providing comprehensive diversity training for faculty, students and staff through the Diversity 360 program. CWRU has become a member of the National Center for Faculty Development and Diversity and all faculty are encouraged to take advantage of this resource.

Ms. Mobley presented slides on numbers of minority students, faculty and staff at CWRU. The slides presented will be modified to compare minority faculty hires with Caucasian faculty hires by school. Retention of minority faculty is also an issue. The Committee on Minority Affairs is working on a survey for minority faculty to identify factors that affect retention. A suggestion was made that junior faculty receive advising early in their careers. *Attachment*

Sexual Misconduct Policy Clarifications

Peter Poulos reported on clarifications to the university's sexual misconduct policy. The clarifications are required in order to comply with federal legal requirements and other federal guidance documents. A Deputy Title IX Coordinator is being hired and the person in this role will report to the VP of Student Affairs since most cases under this policy involve students. The clarifications to the policy *include* the following:

1. The term "support person" to be replaced by the term "advisor" to clarify the individual's role
2. Insertion of language stating that an outside investigator may be utilized in some instances to conduct the investigation
3. Insertion of language stating that on occasion (for instance when the case involves a staff member) a student may not serve as a panel member on the committee
4. Insertion of language providing that an advisor may be a person from inside or outside the CWRU community, including an attorney, but the attorney may only serve as an advisor during the hearing
5. Insertion of language stating that the Deputy Title IX Coordinator acts as a non-voting facilitator of the Appeals Board

In the 2015-2016 academic year, there will be additional policy revisions proposed to address issues of domestic violence, dating violence and stalking consistent with federal legal requirements.

A senator suggested that the Title IX Coordinator handling an original investigation should not also facilitate the Appeals process. It was also recommended that the university schedule campus forums to educate the university community about the changes and that the concerns

of the campus community be taken into consideration as revisions to the policy are being drafted. Mr. Poulos agreed to consider both suggestions *Attachment*

Update on Sexual Misconduct Education Activities

Lou Stark, Vice President of Student Affairs, reported that the AAU Campus Climate Survey on Assault and Sexual Misconduct will be sent to all registered students on April 2nd. The survey will be open for a 3-week period and students will receive periodic reminders. Students will have the ability to access available resources directly from the survey if they report on incident(s) of a disturbing nature in their responses.

The Greek community is working on several new educational initiatives and have been reaching out to a number of organizations such as the Rape Crisis Center and the Flora Stone Mather Center for Women, for assistance. An online educational module for graduate students, similar to the one that already exists for undergraduate students, is being created.

A clip of a video shown as part of undergraduate orientation was played for the Senate. A senator asked for information on the number of students (both undergraduate and graduate) affected by sexual misconduct. Lou Stark said that they are working on collecting this data.

Attachment

The meeting was adjourned at 5:00 p.m.

Approved by the Faculty Senate

A handwritten signature in cursive script that reads "Rebecca Weiss".

Rebecca Weiss
Secretary of the University Faculty

Board of Trustees Secretary Report to Faculty Senate

February 26, 2015 Faculty Senate Meeting

The full Board of Trustees met on February 20-21, 2015. As is the practice, we are submitting a written report. The next Executive Committee meeting of the Board of Trustees is March 17, 2015.

The following is a summary of key items approved by the Trustees.

<p>Endowments: The Trustees approved 4 new endowments totaling \$1.53 million</p> <p>The <u>Anna Young Beard Endowment Fund</u> established with \$340,860 to provide support for programs of research at the School of Medicine, in fields determined by the Dean of the School of Medicine</p> <p>The <u>Patricia A. Caughey, M.D. Endowment Fund</u> established with \$1,123,219 to provide scholarship support for female students enrolled in the School of Medicine</p> <p>The <u>Rocco L. Motto Endowment Fund</u> established with \$43,827 to provide scholarship support for students enrolled in the School of Medicine</p> <p>The <u>CWRU Medical Alumni Association Award Endowment</u> established to provide a financial award to medical students at the School of Medicine.</p>	
Approve 11 Junior Faculty Appointments	Medicine – 7, Dental – 1, Engineering – 1, Cleveland Clinic Lerner College of Medicine – 1, Nursing – 1
Approve 2 Senior Faculty Appointments	Medicine - 2
8 Professorship Appointments (4 inaugural appointments)	<ul style="list-style-type: none"> • Abbott to the Arline H. and Curtis F. Garvin MD Prof in Medicine • J. Colares to the Schott-van den Eynden Prof in Business Organizations • Robert Gao to the Cady Staley Prof in Engineering • B. Jessie Hill to the Judge Ben C. Green Professorship • Ruth Keri to the Arline H. and Curtis F. Garvin MD and Constance Frackelton Prof in Cancer Research – inaugural • Rafick-Piere Sekaly to the Fasenmyer Professorship in Immunopathogenesis – inaugural • Yasuhiro Shirai to the Eirik Borve Professorship in Modern Languages – inaugural • Peter E. Knox to the Eric and Jane Nord Family Professorship-inaugural
Professorship Reappointments	<ul style="list-style-type: none"> • John Reid Sedor to the MetroHealth Professorship in Research
<p>The Faculty Senate recommendation to rename the graduate level program in Anesthesiology (current a field of study within the Master of Science) to the Master of Science in Anesthesia was approved by the Trustees.</p>	
<p>FULL BOARD SESSIONS:</p> <p>The Full Board had a presentation on sustainability and Dean Widing presented a report on the Fowler Center for Sustainable Value.</p> <p>The Committees reported to the full board on committee meetings and activities.</p> <p>Campus Planning presented resolutions to approve 1) a project-in-concept for the Health Education Campus and 2) a project-in-concept for the campus connector.</p> <p>The Audit Committee presented a resolution to approve acceptance of the A-133 Report for fiscal year 2014.</p> <p>The Finance Committee presented resolutions to approve 1) tuition rates for 2015-2016 and 2) board rates for 2015-2016.</p>	

PROPOSED REVISIONS FOR DISCUSSION:

X. Guidelines for Awarding Honorary Degrees*

An honorary degree is a means of recognizing excellence in any valued aspect of human endeavor, including the realm of scholarship, public service, and the performing arts. The conferring of an honorary degree is the University's way of recognizing those persons who have exemplified in their work the highest ideals and standards. By awarding such degrees to persons outside the University, an interest in and connection with the larger community is maintained.

Nominations are to be submitted to a faculty committee appointed by the president after consultation with the Nominating Committee of the Faculty Senate. The faculty committee, chaired by the provost of the University, will have representation from each constituent faculty. ~~Between~~ Approximately five and tenⁱ nominations will be recommended by the faculty committee to the Executive Committee of the Faculty Senate. Those approved by the Executive Committee, acting for the University Faculty, and by the presidentⁱⁱ will be ~~transmitted to the president for submission submitted~~ to the Board of Trustees. The candidates approved by the Board of Trustees ~~will~~ mayⁱⁱⁱ be invited by the president to come to Case Western Reserve University to receive an honorary degree.

The faculty committee will begin its work early and will be ready to receive nominations from individuals by October 1. The recommendations will be submitted to the Executive Committee of the Faculty Senate no later than November 20.

A nomination should include a brief statement detailing accomplishments of the candidate that are especially worthy of recognition and giving reasons why the University should confer the degree.

Although not always possible, if the Commencement Speaker is to be awarded an honorary degree, it is hoped that selection of the speaker will occur early enough to allow the process to proceed on schedule.

Restrictions include:

- A. An honorary degree will not be conferred on a person who is currently a member of the faculty, the staff, or the Board of Trustees.
- B. Except in unusual circumstances^{iv}, an honorary degree will be awarded only at the commencement or other major university convocation.
- C. The number of honorary degrees awarded on any one occasion will be limited to no more than six.

**approved by the Board of Trustees 8/10/88.*

ⁱeliminate minimum to allow committee to nominate number sufficient to populate the pipeline and maintain selectivity from among nominees, the number and quality of which fluctuate from year to year

ⁱⁱ the president determines final recommendations

ⁱⁱⁱ Does not bind current administration to invite choices of an earlier administration, nor to honor an approved potential recipient about whom disqualifying information is revealed

^{iv} accommodates recipient's inability to receive award in person, and retains intention that presentation occur at major event

Five Year Academic Calendar (2015 – 2020)

FALL	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Registration (and Drop/Add) Begin (UG)	Apr 6	Apr 4	Apr 10	Apr 9	Apr 8
Classes Begin	Aug 24	Aug 29	Aug 28	Aug 27	Aug 26
Late Registration Fee (\$25) Begins	Aug 25	Aug 30	Aug 29	Aug 28	Aug 27
Labor Day Holiday	Sep 7	Sep 5	Sep 4	Sep 3	Sep 2
Late Registration and Drop/Add End	Sep 4	Sep 9	Sep 8	Sep 7	Sep 6
Deadline Credit/Audit (UG)	Sep 4	Sep 9	Sep 8	Sep 7	Sep 6
Fall Break	Oct 19/20	Oct 24/25	Oct 23/24	Oct 22/23	Oct 21/22
Mid-Semester Grades Due (UG)	Oct 19	Oct 24	Oct 23	Oct 22	Oct 21
Deadline for removal of prev. term "I" grades (UG)	Nov 6	Nov 11	Nov 10	Nov 9	Nov 8
Deadline Credit/Audit (G)	Nov 6	Nov 11	Nov 10	Nov 9	Nov 8
Deadline for Class Withdrawal and P/NP (upperclass UG)	Nov 6	Nov 11	Nov 10	Nov 9	Nov 8
Registration for Spring Begins (UG)	Nov 9	Nov 14	Nov 13	Nov 12	Nov 11
Thanksgiving Holidays	Nov 26/27	Nov 24/25	Nov 23/24	Nov 22/23	Nov 28/29
Deadline for Class Withdrawal and P/NP (first year UG)	Dec 4	Dec 9	Dec 8	Dec 7	Dec 6
Deadline for removal of prev. term "I" grades (G)	Dec 4	Dec 9	Dec 8	Dec 7	Dec 6
Last Day of Class	Dec 4	Dec 9	Dec 8	Dec 7	Dec 6
Reading Days	Dec 7, 11	Dec 12, 16	Dec 11, 15	Dec 10, 14	Dec 9, 13
Final Exams Begin	Dec 8	Dec 13	Dec 12	Dec 11	Dec 10
Final Exams End	Dec 16	Dec 21	Dec 20	Dec 19	Dec 18
Final Grades Due by 11:00 am	Dec 18	Dec 23	Dec 22	Dec 21	Dec 20
Fall Awarding of Degrees	Jan 15 (2016)	Jan 20 (2017)	Jan 19 (2018)	Jan 18 (2019)	Jan 17 (2020)
SPRING	2016	2017	2018	2019	2020
Registration (and Drop/Add) Begin (UG)	Nov 9 (2015)	Nov 14 (2016)	Nov 13 (2017)	Nov 12 (2018)	Nov 11 (2019)
Martin Luther King Jr. Holiday	Jan 18	Jan 16	Jan 15	Jan 21	Jan 20
Classes Begin	Jan 11	Jan 17	Jan 16	Jan 14	Jan 13
Late Registration Fee (\$25) Begins	Jan 12	Jan 18	Jan 17	Jan 15	Jan 14
Late Registration and Drop/Add End	Jan 22	Jan 27	Jan 26	Jan 25	Jan 24
Deadline Credit/Audit (UG)	Jan 22	Jan 27	Jan 26	Jan 25	Jan 24
Mid-Semester Grades Due (UG)	Mar 7	Mar 13	Mar 12	Mar 11	Mar 9
Spring Break	Mar 7-11	Mar 13-17	Mar 12-16	Mar 11-15	Mar 9-13
Deadline for removal of prev. term "I" grades(UG)	Mar 25	Mar 31	Mar 30	Mar 29	Mar 27
Deadline Credit/Audit (G)	Mar 25	Mar 31	Mar 30	Mar 29	Mar 27
Deadline for Class Withdrawal and P/NP (upperclass UG)	Mar 25	Mar 31	Mar 30	Mar 29	Mar 27
Open registration for Summer Begins (UG)	Mar 28	Apr 3	Apr 2	Apr 1	Mar 30
Open registration for Fall Begins (UG)	Apr 4	Apr 10	Apr 9	Apr 8	Apr 6
Deadline for Class Withdrawal and P/NP (first year UG)	Apr 25	May 1	Apr 30	Apr 29	Apr 27
Deadline for removal of prev. term "I" grades(G)	Apr 25	May 1	Apr 30	Apr 29	Apr 27
Last Day of Class	Apr 25	May 1	Apr 30	Apr 29	Apr 27
Reading Days	Apr 26/27	May 2/3	May 1/2	Apr 30/May 1	Apr 28/29
Final Exams Begin	Apr 28	May 4	May 3	May 2	Apr 30
Final Exams End	May 5	May 11	May 10	May 9	May 7
Final Grades Due by 11:00 am	May 7	May 13	May 12	May 11	May 9
University Commencement	May 15	May 21	May 20	May 19	May 17
SUMMER	2016	2017	2018	2019	2020
Classes Begin	Jun 6	Jun 5	Jun 4	Jun 3	Jun 1
Independence Day Holiday	Jul 4	Jul 4	Jul 4	Jul 4	Jul 3
Classes End	Aug 1	Jul 31	Jul 30	Jul 29	Jul 27
Final Grades Due 12:00 noon	Aug 3	Aug 2	Aug 1	Jul 31	Jul 29
Summer Awarding of Degrees	Aug 19	Aug 18	Aug 17	Aug 16	Aug 14

Faculty Senate Annual Diversity Update

Marilyn Sanders Mobley, PhD

Vice President for Inclusion, Diversity and Equal Opportunity

February 26, 2015

The Office for Inclusion, Diversity and Equal Opportunity (OIDEO)

The **mission** of the Office for Inclusion, Diversity and Equal Opportunity is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life.

The Office serves as a resource to the university in interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

In summary, the Office supports the university's mission by providing strategic leadership in the development of policies and procedures that will help foster inclusiveness, diversity and a welcoming community for students, faculty, staff, and others.

VISION STATEMENT

Case Western Reserve University values excellence by advancing diversity through inclusive thinking, mindful learning and transformative dialogue.

The Five Pillars of the Office for Inclusion, Diversity and Equal Opportunity

- 1. Research and Climate Assessment**
- 2. Communication and Education**
- 3. Programming and Resource Development**
- 4. Compliance**
- 5. Community Engagement and Outreach**

The Goals of the Diversity Strategic Action Plan (DSAP)

- 1. Enhanced Campus Climate (the educational rationale)**
- 2. Increased Retention and Recruitment (the business case)**
- 3. Resource Development for Diversity (the economic imperative)**

Diversity Strategic Action Plan

- Third year
- Impact Report to be published
- Campus-Wide Forum being planned for September 2015

A Semester of Opportunities

- Sustained Dialogue recommends comprehensive diversity training – Spring 2014
- Forum on Race Relations – October 2014 in response to the #webelonghere movement
- Diversity consultant engaged – November 2014
- Planning for training/initial design conceptualized – December 2014
- Facilitator training; “train the trainer” – January 2015
- Pilot campus-wide training – February/March 2015



Sustained Dialogue
Campus Network

It's not just talk...it's a social movement

Sustained Dialogue

The mission of the Sustained Dialogue program is to engage members of the CWRU community in dialogues that cultivate strong, trusting relationships and foster respect for each individual and their ability to contribute to positive change.

Diversity 360

- Three-hour training for students, faculty and staff
- Training to be conducted by trained facilitators
 - PACM/PACOW
 - Faculty Senate Committee on Minority Affairs
 - Diversity Leadership Council (DLC)
 - Staff Advisory Council (SAC)
 - Train the Champion alumni

Diversity 360

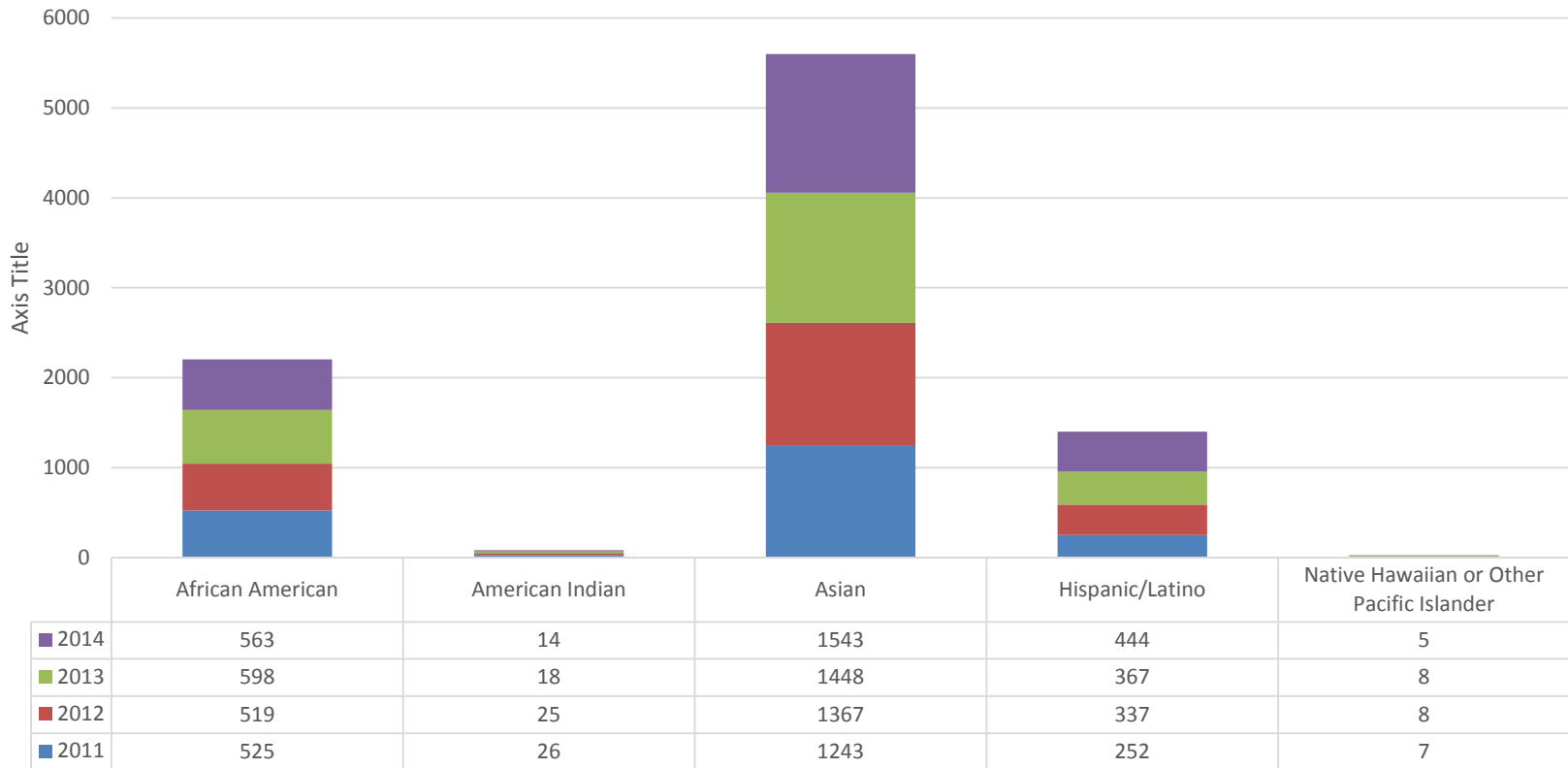
- Learning Outcomes
 - Understand CWRU's commitment to creating inclusive, welcoming and affirming environments for campus community.
 - Recognize the breadth of differences among the entire campus community.
 - Increase capacity to engage in dialogue about individual differences.
 - Deepen understanding of how affiliations in privileged vs. marginalized groups impact treatment on campus.

Diversity 360

- Learning Outcomes (*continued*)
 - Deepen awareness and develop methods to speak up against microaggressions, and how they affect one's experiences on campus and in the local community.
 - Recognize the responsibility of the entire campus community to interrupt and denounce exclusionary and/or disrespectful behavior.
 - Identify how to create greater inclusion within your sphere of influence on campus.
 - Develop and distribute resources for ongoing campus support.

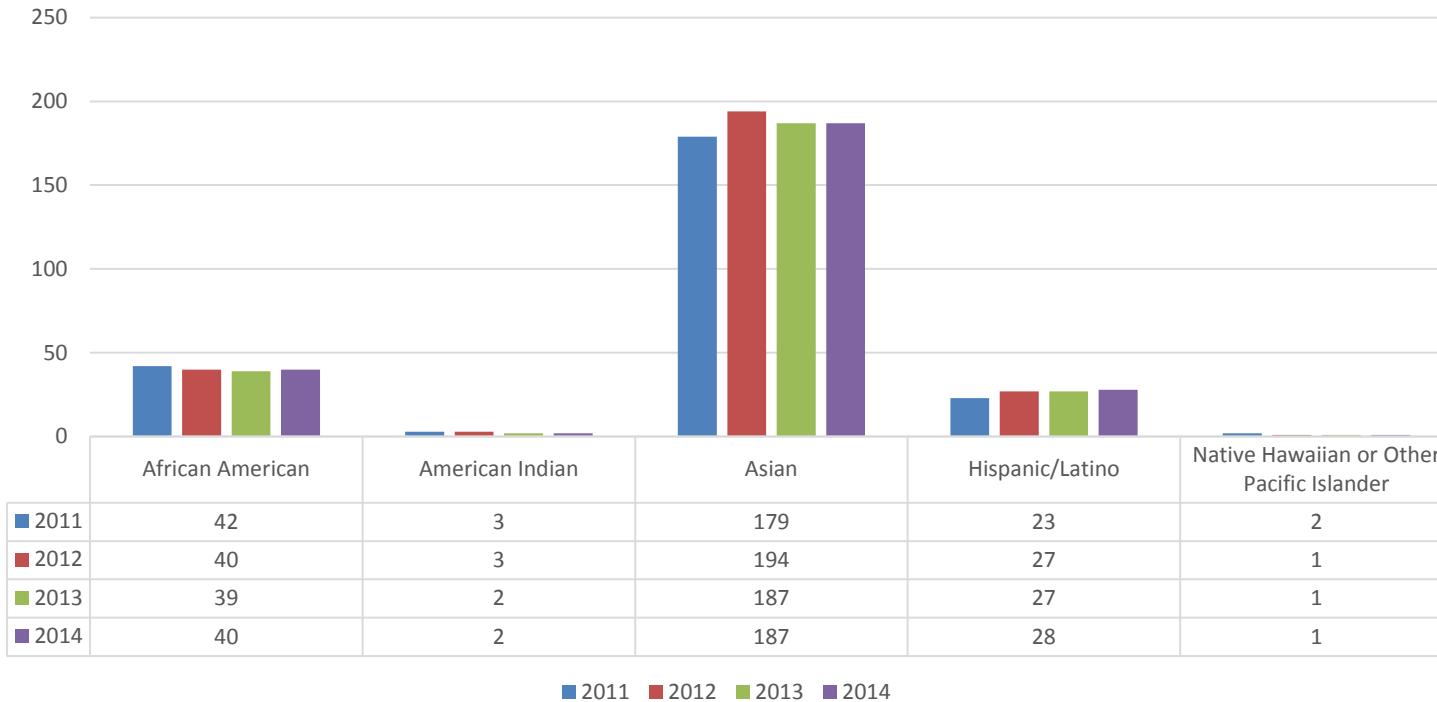
Minority Students

(Racial Breakdown)

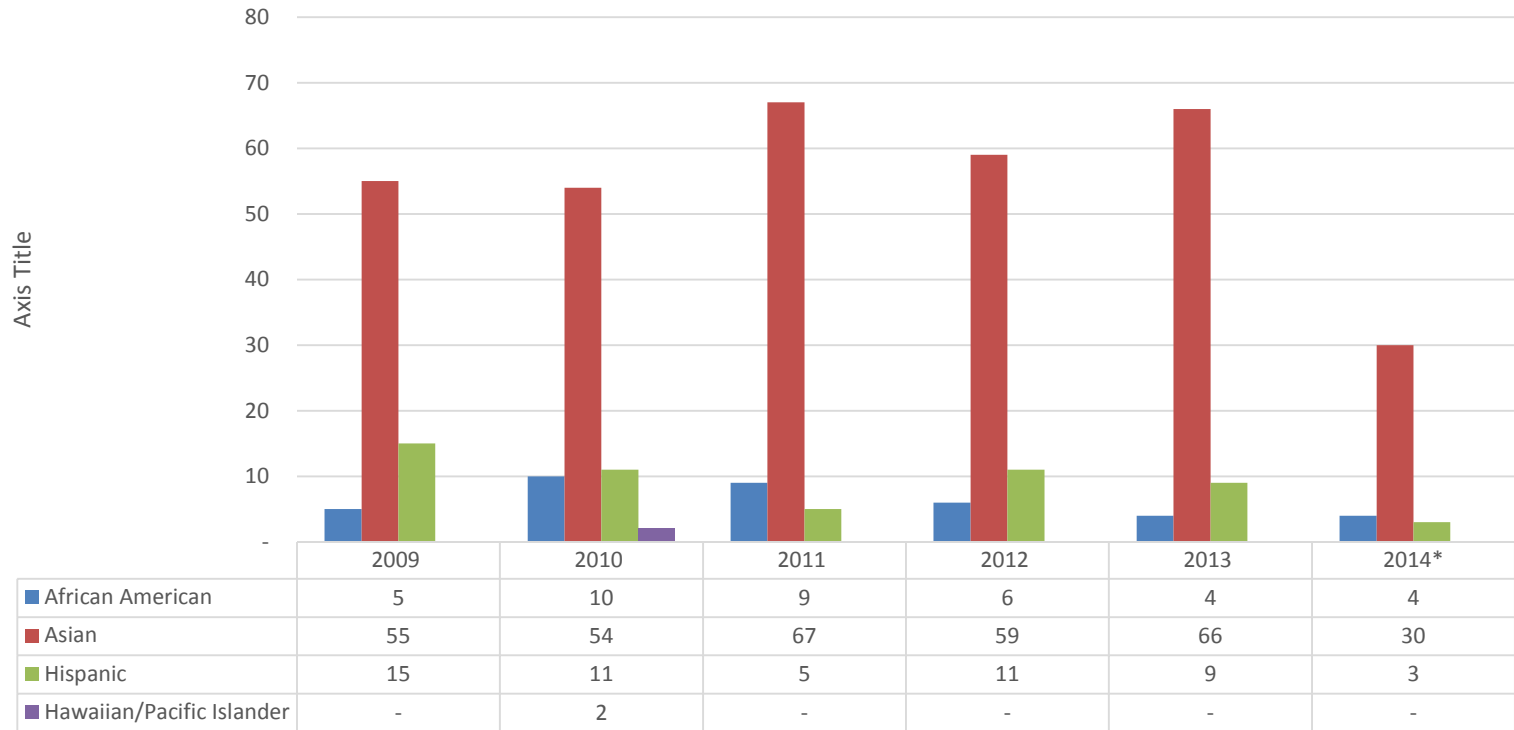


Minority Faculty

(Racial Breakdown)

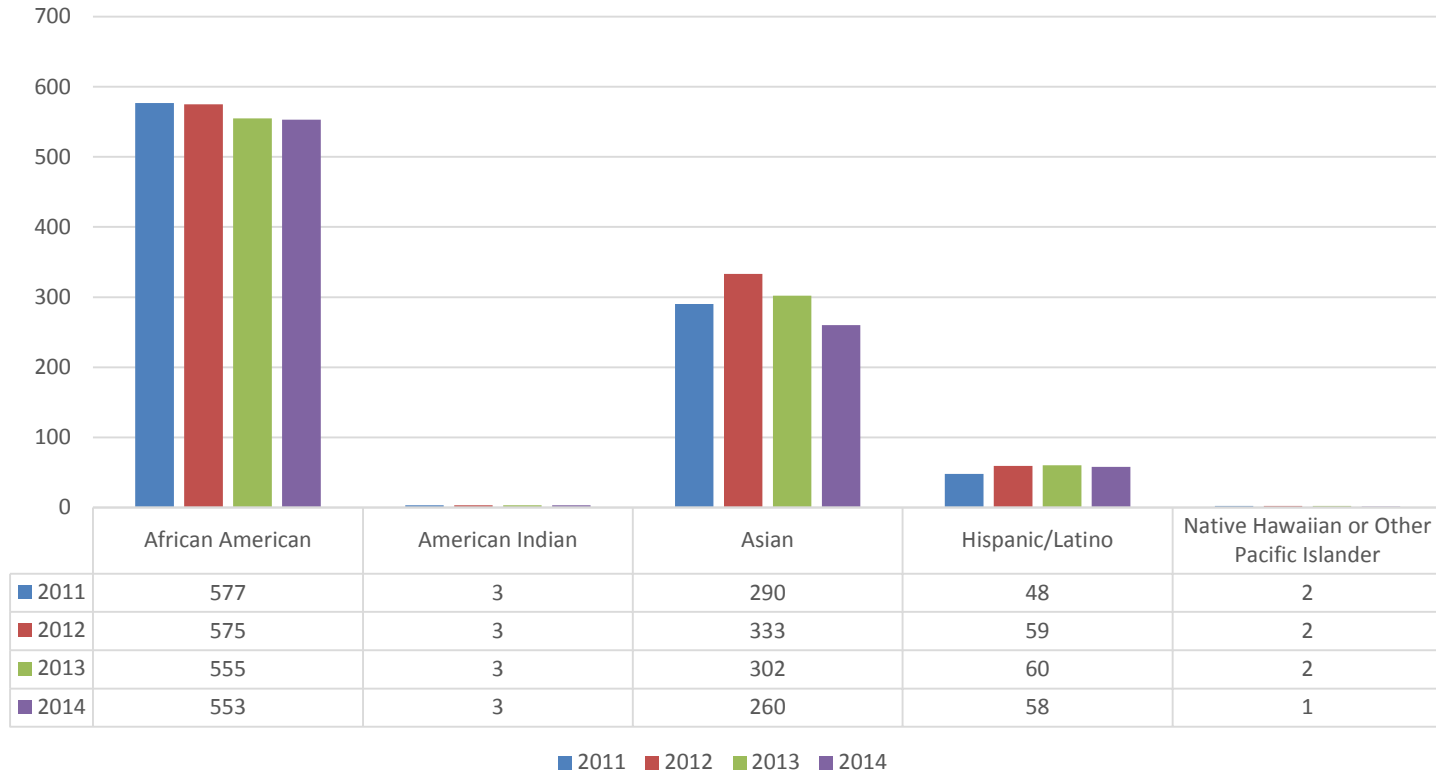


Faculty Hires



Minority Staff

(Racial Breakdown)



Building Capacity

- Increasing Impact through (*tied to DSAP goals*):
 - Building Staff Capacity
 - Director of Diversity & Corporate Relations
 - Increasing Partnerships
 - National Center for Faculty Development & Diversity
- Expanding *Diversity 360*
- Enhancing communications about signature programs
 - Power of Diversity Lecture Series
 - Diversity Awards Luncheon and Awards
 - Train the Champion

Resources

- The Monday Motivator
- Webinars
- Multi-Week Courses
- Discussion Forum
- The Library
- Career Development

Login

- From the homepage, <http://www.facultydiversity.org/>, click on “Become a Member.”
- Institutional Sub-Account
- Create your own login with your Case login, i.e. “msm73@case.edu.”

Thank you!

Q & A

SEXUAL MISCONDUCT POLICY CLARIFICATIONS

Peter M. Poulos
Chief Risk Management Officer
and Chief Litigation Counsel

Clarifications are designed to:

- (1) Continue to foster a full understanding of the existing process; and/or
- (2) Ensure compliance with federal legal requirements and other federal guidance documents, such as the 2013 Campus SaVE Act, 2011 DOE Dear Colleague Letter, 2014 DOE Q&A Memo, and 2014 White House Task Force Report.

Policy Clarification:

A Title IX Coordinator is being hired, who will report to the Vice President for Student Affairs.

Rationale:

- Given that the vast majority of cases under the Policy involve students, it is more appropriate to have the Title IX Coordinator report to the Vice President for Student Affairs instead of the Vice President for Inclusion, Diversity and Equal Opportunity.

Policy Clarification:

Insert language stating that members of the CWRU community have the right to be free from domestic violence, dating violence, and stalking; and to the extent complaints of those matters do not fall under the Sexual Misconduct Policy, they are addressed via other existing CWRU policies.

Rationale:

- Dear Colleague Letter states that universities must provide adequate notice that gender discrimination is prohibited.
- The SaVE Act requires that universities promulgate policies that address domestic violence, dating violence, and stalking.

Policy Clarification:

The term “advisor” is replacing the term “support person.”

Rationale:

- To make policy consistent with SaVE Act, which uses the term “advisor.”
- To clarify role of third-party as an advisor to complainant/respondent about the process, as compared to merely acting as a support person.

Policy Clarification:

Insert language stating that an outside investigator may be utilized in some instances to conduct the investigation, as compared to all investigations being conducted by an internal investigator.

Rationale:

- To make policy consistent with the legal requirement of a prompt and effective resolution through the use of trained investigators.

Policy Clarification:

Insert language stating that there are instances when a student may not serve as a panel member for a hearing, e.g., a matter involving only staff.

Rationale:

- To make policy consistent with DOE guidance documents, which recommend that students not serve as panel members for certain kinds of cases.

Policy Clarification:

Insert language stating that the advisor for the complainant and respondent may be an individual from inside or outside the CWRU community, including an attorney; but the attorney is only permitted to act as an advisor during the hearing.

Rationale:

- To make policy consistent with the SaVE Act, which allows for an advisor of their choice, including an attorney by training.

Policy Clarification:

Insert language stating that the Deputy Title IX Coordinator acts as a non-voting facilitator for the Appeals Board.

Rationale:

- To clarify the roles of the individuals involved in the appeals process.

Policy Clarification:

Insert language stating that the sanction imposed by the Appeals Board may be greater or lesser than the sanction imposed by the panel.

Rationale:

- To make policy consistent with the DOE guidance documents, which state that the right of appeal must be the same for both the complainant and respondent.

Upcoming revisions to the Policy to be proposed for 2015-16 academic year.

- Policy definitions and processes designed to effectively address “domestic violence”, “dating violence”, and “stalking,” consistent with federal legal requirements.

“Questions?”

Sexual Misconduct Updates

Faculty Senate, February 27, 2015

Louis Stark, VP for Student Affairs

AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct

- Timing
- Survey Population

New Educational Initiatives 2015

- Greek Life Initiatives
 - Catalyst Program
 - Bystander 101
 - Peer Advocates Program

Greeks have reached out to Flora Stone Mather Center for Women, Rape Crisis Center and other resources as they develop new initiatives.

- Graduate Student On-line Educational Module

On-line educational module designed to educate graduate students about sexual misconduct, related university policies and support resources.

