

Faculty Senate Meeting
Wednesday, January 19, 2011
3:30 p.m. - 5:30 p.m. – Adelbert Hall, Toepfer Room

AGENDA

3:30 p.m.	Approval of Minutes from the December 16, 2010 Faculty Senate meeting, <i>attachment</i>	A. Levine
	President's Announcements	B. Snyder
3:35 p.m.	Provost's Announcements	B. Baeslack
	Chair's Announcements	A. Levine
3:40 p.m.	Report from the Executive Committee	G. Chottiner
	Report from Secretary of the Corporation	C. Tremel
3:45 p.m.	School of Nursing By-laws <i>attachment</i>	K. Ledford E. Click
3:55 p.m.	Report from the Office Inclusion, Diversity, and Equal Opportunity <i>attachment</i>	M. Mobley J. Clochesy

Faculty Senate Meeting

Wednesday, January 19, 2011

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

Members Present

Kathryn Adams
Hussein Assaf
Bruce Averbook
Bud Baeslack
Timothy Beal
Lee Blazey
Gary Chottiner
Elizabeth Click
Mary Davis
William Deal
Jared Hamilton
Sue Hinze
Peterson Huang

Christine Hudak
David Hutter
Elizabeth Kaufman
Kenneth Ledford
Alan Levine
Joseph Mansour
Laura McNally
Frank Merat
Diana Morris
Heather Morrison
Carol Musil
G. Regina Nixon
John Orlock

Daniel Ornt
Leena Palomo
Roy Ritzmann
Cassandra Robertson
Alan Rocke
Jonathan Sadowsky
JB Silvers
Barbara Snyder
Lee Thompson
Elizabeth Woyczynski
Xin Yu
Nicholas Ziats

Members Absent

Keith Armitage
Jessica Berg
Ronald Blanton
Ben Brouhard
Richard Buchanan
Martha Cathcart
Mark Chance
David Crampton
Lisa Damato
Sillas Duarte

Faye Gary
Julia Grant
Quentin Jamieson
Jim Kazura
Ken Loparo
Kalle Lyytinen
Jim McGuffin-Cawley
Faisal Quereshy
Mary Quinn Griffin

Sorin Teich
Susan Tullai-McGuinness
Michele Walsh
Georgia Wiesner
David Wilson
Gary Wnek

Others Present

Christine Ash
John Clochesy
Ginny Leitch
Ermin Melle

Marilyn Mobley
Dean Patterson
Chris Sheridan

John Sideras
David Singer
Colleen Trembl
Jeff Wolcowitz

Call to Order

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

Approval of minutes

With no discussion, the minutes of the Faculty Senate meeting of December 16, 2010 were approved as submitted.

President's announcements

President Barbara Snyder expressed her condolences for the family, friends and colleagues of Prof. Mark Smith, chair, Faculty Senate Committee on Faculty Compensation who was killed when he was struck by a car. There will be a memorial service on Feb. 14 at 5:15 PM in Amasa Stone Chapel followed by a reception in the first floor of Crawford Hall. President Snyder encouraged faculty to attend the Martin Luther King celebration, including the convocation event with Nell Irvin Painter, an emeritus professor at Princeton University and author of *Sojourner Truth: A Life, A Symbol*.

Provost's announcements

Provost Bud Baeslack looks forward to getting the new University Budget Committee up and running, so that the committee can address the recommendations of the Budget Review Committee.

Chair's announcements

Prof. Alan Levine, chair, Faculty Senate called for a moment of silence in honor of the late Prof. Mark Smith from the School of Medicine. Prof. Levine said that the executive committees of the School of Engineering and the College of Arts and Sciences have met, the conversations were productive, and engineering faculty members are now considering a revised proposal that should come to the Senate for review soon. A mid-year Faculty Senate newsletter was emailed to all members of the University Faculty. Prof. Levine said he will contact the deans and the faculty governing bodies of the Undergraduate Program Faculty to encourage them to consider and report to the Faculty Senate the advantages and disadvantages of having a common university core curriculum. The university will submit its updated Climate Action Plan by the extended deadline; the Senate will review the plan before its submitted. The Faculty Senate will review the pilot program for faculty conciliation and mediation this spring. The Faculty Senate Committee on Women Faculty is reviewing proposed amendments to the Faculty Handbook that would allow part-time tenure. Prof. Levine said that course evaluations need to be reconsidered. A senator encouraged the Faculty Senate to consider the course evaluations for undergraduate and graduate classes separately.

Report from the Executive Committee

Prof. Gary Chottiner, chair-elect, Faculty Senate reported on the December 10 meeting of the Executive Committee. The committee heard reports from the Committee on Information and Communication Technology, the Committee on Research, and the Committee on University Libraries. The committee also heard from the Faculty Senate Budget Committee.

Prof. JB Silvers elaborated for the Senate on the committee's discussions regarding a new University Budget Committee, UBC. The UBC will plan strategically for the future; faculty members on the UBC will be knowledgeable and highly involved. The new University Budget Committee would be appointed shortly. The Faculty Senate Budget Committee will continue to monitor and evaluate how funds are distributed; faculty members on this committee will communicate between their constituent faculty budget committees and the Faculty Senate Budget Committee. The committee suggests that the Faculty Senate Budget Committee be renamed the Faculty Senate Finance Committee. The committee's activities would be monitored and evaluated so that any necessary updates to the Faculty Handbook - concerning the Faculty Senate Budget Committee and its relationship to the new University Budget Committee - would be informed by the experience gained over the next several months. Senators had some questions about how the Faculty Senate could provide input on which faculty members are appointed to the University Budget Committee; the chair of the senate is charged with making recommendations for these appointments to the Provost. The role of liaison members, who would serve on both committees, especially for the initial trial period, was considered important.

Prof. Chottiner reported that the Faculty Senate Committee on Undergraduate Education (FSCUE) has responded to the charge given it by the Executive Committee to develop a proposal for governance of SAGES. FSCUE has asked its Curriculum Subcommittee to work on this task. The Executive Committee charge was reported to the Senate during our December meeting.

Prof. Chottiner announced that the Nominating Committee was starting to recruit new members for Faculty Senate standing committees. He urged senators to encourage their colleagues to complete the Faculty Senate Interest Survey posted on the Faculty Senate website. Liz Woyczynski, secretary of the university faculty, offered to email senators with the link.

The Faculty Senate Executive Committee approved the nomination by the Provost and the Honorary Degree Committee of an additional candidate for an honorary degree from Case Western Reserve University.

Secretary of the Corporation

Ms. Colleen Treml, interim general counsel and secretary of the corporation announced that there had been no meeting of the Board of Trustees since the December meeting of the Faculty Senate.

School of Nursing By-laws

Prof. Ken Ledford, chair, Faculty Senate Committee on By-laws and Profs. Elizabeth Click and Kathleen Montgomery, from the School of Nursing, presented the amended School of Nursing By-laws. Amendments were needed to keep the school by-laws consistent with changes to the Faculty Handbook. The proposed changes ensure faculty involvement in the academic affairs of the school. The Faculty Senate voted to approve the changes to School of Nursing By-laws as submitted.

Report from the Office Inclusion, Diversity and Equal Opportunity

Marilyn Mobley, vice president, and John Clochesy, faculty diversity officer, both from the Office of Inclusion, Diversity and Equal Opportunity provided an updated report to the Faculty Senate on the number of underrepresented minority faculty at Case Western Reserve. Their report is attached to these minutes.

There have been many more minority hires in the past few years, but the overall number of underrepresented faculty has stayed the same because an equivalent number have left the university. Retaining underrepresented faculty members is an issue of concern. One senator inquired about a policy for trailing spouses; Dr. Mobley said that the number of inquiries about options for a trailing spouse is not tracked, but when departments arrange for their candidates to have confidential conversations with her office, this issue sometimes surfaces. Another senator inquired what the university has learned about why underrepresented faculty members may leave the university. Sometimes the university loses a faculty member because a higher salary is offered elsewhere, but salary is generally only one of the issues. There are other underlying factors that may contribute to a faculty member's departure. There was some discussion about how the university can best inform the Office of Inclusion, Diversity and Equal Opportunity when an underrepresented faculty member leaves the university. A senator pointed out that although it is important to track why underrepresented minorities leave the university, it is equally important to query underrepresented faculty members who chose to stay at the university. Methods such as Appreciative Inquiry might be useful in collecting this kind of information. Dr. Mobley spoke about the possibility of bringing underrepresented minority PhD

or post-doc students to campus, for a teaching assignment that would be converted to a tenure-track position upon completion of their PhD degree. An administrator said that when he served on the Faculty Senate Committee on Minority Affairs a few years ago the committee proposed a program to interview underrepresented faculty members a few months after they started at the university; this way supportive relationships are established early on and issues can be addressed before an underrepresented faculty member decides to leave the university. A senator urged the university to collect data from a diverse sample of faculty; this way it can be determined whether any issues identified are endemic just for underrepresented minority faculty or for all faculty. Faculty have been encouraged and reminded to fill out the Climate Action Survey. Dr. Mobley spoke to the importance of introducing job candidates to colleagues on and off campus with whom candidates might like to develop partnerships.

Upon motion, duly seconded, the meeting was adjourned at 5:15 p.m.

APPROVED
by the
FACULTY SENATE



ELIZABETH H. WOYCZYNSKI
SECRETARY OF UNIVERSITY FACULTY

1978 – 79
1979 – 80
1980 – 81
1981 – 82
1982 – 83
1985 – 86
amended 5/92
approved by faculty senate 5/92
amended 1/95
approved by faculty senate 4/95
corrections to the 11/02 amendments 12/12/02
approved by faculty senate 1/03
amended 4/04
approved by faculty senate 5/04
[amended 2/07](#)
[amended 5/09](#)
[amended 1/10](#)
[amended 4/10](#)

CASE WESTERN RESERVE UNIVERSITY
FRANCES PAYNE BOLTON SCHOOL OF NURSING

BYLAWS OF THE FACULTY

ARTICLE I

PURPOSE OF THE BYLAWS

These bylaws of the Frances Payne Bolton School of Nursing of Case Western Reserve University (1) define the duties of the Faculty of Nursing, committees and officers, (2) provide for establishment of committees and (3) provide for election of representatives of the Faculty of Nursing to the Faculty Senate, ~~University Undergraduate Faculty Executive Committee~~, and to ~~college~~university assemblies as requested.

ARTICLE II

RESPONSIBILITIES OF THE FACULTY OF NURSING

Section 1: This faculty shall have responsibility to:

- a. Adopt rules to govern its procedures, provide for its committees and make recommendations to the dean for such organization of the teaching staff as it may determine.
- b. Organize and execute the educational program of the School of Nursing including admission and progression policies, curriculum content, degree requirements, ~~and~~ instruction, and establishment and dissolution of academic programs, other than degree programs which require additional review and approval procedures as noted in the Faculty Handbook.
- c. Make recommendations to the dean ~~president~~ of initial appointments to the ranks of instructor, assistant professor, associate professor and professor, ~~promotion to these ranks and recommendations for tenure appointments.~~
- ~~d. Elect members to the Faculty Senate to the University Undergraduate Faculty Executive Committee, and to college assemblies as requested.~~
- ~~e. Establish policies relating to appointment, re-appointment, promotion and tenure for~~

voting ~~full-time~~ faculty and policies for appointment and promotion for special faculty members.

e. Make recommendations to the dean for tenure and promotion of faculty.

f. Elect members to the Faculty Senate and to university assemblies as requested.

ARTICLE III

MEMBERSHIP

Section 1 Exception to Rule In Faculty Handbook

Because of the practice nature of the discipline, the Provost has granted the School of Nursing an exception to the Faculty Handbook provision requiring that a majority of the voting faculty shall be tenured or tenure track positions. The goal of the School of Nursing is to reach maintain the such a majority of positions at the rank of assistant professor and above as tenured or tenure track positions.

Section 2 ~~Full-Time Faculty~~ (Voting ~~m~~Members ~~(full-time faculty)~~)

The president and the chief academic officer of the university next in rank to the president and all persons holding full-time, tenured, ~~tenure track~~ ~~or tenure~~ and full-time non-tenure track appointments to Faculty of Nursing at the rank of professor, associate professor, assistant professor, and instructor shall be voting members of the faculty.

Section 32 Special Faculty (Non-voting members)

Special faculty shall consist of faculty members who are appointed by the dean of the school and 1.) hold full-time academic appointments but have specific, limited responsibilities for the duration of a specific project or for a limited duration, or 2.) hold part-time academic appointments. Special faculty shall have voice but no vote. Subject to approval by the provost, the types and titles of special faculty are as follows:

a. Lecturer

All persons designated as lecturer are those:

1. Who have responsibility for teaching one or more courses included in the school's curricula; and
2. Whose academic qualifications and competencies are other than those may not meet criteria for established university ranks.

b. Clinical Faculty

Includes all persons designated at the university-ranks of clinical professor, clinical associate professor, clinical assistant professor, and clinical instructor, and -whose primary appointments are in service agencies whose resources provide settings, by agreement, for students and faculty to have opportunities to engage in education, research and service in accordance with policy and procedures of the School of Nursing.

c. Preceptor

All persons designated as preceptor are those:

1. Whose academic qualifications and competencies are other than those for established university ranks may not meet criteria for established university ranks; and
2. Whose primary appointments are in -service agencies whose resources provide settings, by agreement, for students and faculty to have opportunities to engage in education, research and service in accordance with policy and procedures of the School of Nursing.

d. Adjunct Appointments

Persons designated at university ranks of adjunct professor, adjunct associate professor, adjunct assistant professor, and adjunct instructor are those:

1. Whose special competencies can provide a desired complement for some designated service, activity or development of the School of Nursing; and
2. Whose academic qualifications meet criteria established for ~~full-time~~ appointees at the same ranks and tracks as shown in Attachment A.

~~e. Emeritus Faculty~~

ARTICLE IV

SELECTION OF TRACK

Tenure or non-tenure track must be identified at the time of appointment or promotion to assistant professor or higher. The pre-tenure period in the School of Nursing begins at the rank of assistant professor or higher in the tenure track and is nine (9) years in length.

Tenured and tenure track faculty member obligations to the university include 1) teaching, 2) research ~~and scholarship~~, and 3) service to the university community. Non-tenure track faculty member obligations include two of the three.

ARTICLE V

OFFICERS

Section 1 Chairperson – The president of the university shall preside at faculty meetings. In the president's absence, the chair of the Executive Committee shall chair the meeting; in the absence of the Executive Committee chair, the dean's designee shall preside.

Section 2 Secretary – The secretary shall be appointed annually by the Executive Committee ~~elected annually by the faculty~~. The functions of the secretary are:

- a. Monitoring the preparation of the minutes of the faculty meetings. Signing the official copy of the minutes.
- b. Being responsible for distribution of these minutes to the faculty.
- c. Serving on the Executive Committee.

ARTICLE VI

MEETINGS

Section 1. Regular Meetings – At least four (4) regular meetings shall be held between from September and through May. September 1 and May 31.

Section 2. Special Meetings – Special meetings may be called by the president, by the dean or upon request of three members of the voting full-time faculty.

Section 3. Executive Committee Meetings – At least four (4) meetings shall be held between from September 1 and through May 31.

Section 4. Quorum – Forty percent ~~One-half~~ of the voting members of the faculty shall constitute a quorum.

Section 5. Voting Body – See Article III, Sections 24 and 32 of these bylaws.

ARTICLE VII

STANDING COMMITTEES

Section 1 Membership and Voting Privileges

- a. The president of the university and the dean of the School of Nursing shall serve as members ex-officio of all faculty committees. Ex-officio status here and in subsequent sections of the bylaws carries with it voting privileges.
- b. Persons holding appointments as special faculty may serve on committees and may vote in committees as designated in these bylaws.
- c. Students serving on standing committees of this faculty may vote in committees unless otherwise indicated by these bylaws.
- d. A faculty member may serve in ~~run for~~ no more than two (2) elected positions per year on standing committees of these bylaws.
- e. An elected member shall be eligible for no more than two (2) consecutive terms on the same committee. An appointment to fill a vacancy on a committee does not constitute a term.
- f. An administrative person serving as an ex-officio member of a standing ~~elected~~ committee shall convene the first meeting of the year, assist with administrative functions of the committee and provide continuity in the committee activities.

A quorum of any standing committee shall be one half the voting members unless specifically stated in the by-laws .

Section 2 Election and Appointment – The members of all standing committees shall be elected by the voting full-time faculty or appointed as specifically stated. Faculty nominate themselves for positions on the ballot prepared by the Executive Committee. Committee vacancies will be filled by Executive Committee appointment. Elections will be held spring semester with newly elected and appointed members assuming duties beginning fall semester. ~~designated as provided for in Article VII, Section 6b of these bylaws.~~

Section 3 Term of Office – The members shall serve for a specified term on each appointed or elected committee as designated in Article VII, Sections 6-15~~3~~ of these bylaws.

Section 4 Chairperson – When the chairperson of a standing committee is not designated, and an ex-officio member is not regularly a member of the committee, a faculty member ~~randomly~~ selected by the Executive Committee. ~~Subcommittee on Bylaws~~ shall convene the first meeting of the academic year.

The chairperson of each standing committee shall be elected annually in the fall by committee members, unless otherwise specified.

Section 5 Reporting – Each standing committee shall submit a written ~~annual~~ report to the faculty for each faculty meeting ~~at the last regular faculty meeting in May.~~

Section 6 Executive Committee of the Faculty

- a. Membership – The committee shall be composed of:
 1. Eight (8) faculty members: six (6) members shall be voting full-time faculty; two (2) shall be special faculty.
 2. The dean of the School of Nursing – ~~e~~Ex-officio.
 3. The executive associate dean for academic programs or an administrative officer who has academic status, appointed by the dean – ~~e~~Ex-officio.

4. The associate dean for research – ~~e~~Ex-officio.

5. The secretary of the faculty – ~~e~~Ex-officio.

~~b. Election – Faculty nominate themselves for positions on the ballot prepared by the Executive Committee.~~

~~c. Term - Faculty shall be elected for a term of two (2) years. Four (4) faculty members shall be elected in even years and four (4) faculty members elected in odd years.~~

~~cd. Functions~~

~~1. Identify immediate and long-range issues needing faculty study and action.~~

~~2. Provide all faculty the opportunity for discussion of proposals for faculty action.~~

~~3. Prepare the agenda for each faculty meeting.~~

~~4. Prepare and submit proposed changes in the bylaws to all faculty.~~

~~5. Prepare a ballot and conduct an election for all elected positions within the school and university. Electronic ballots are permissible.~~

~~6. Appoint *ad hoc* committees of the faculty. The Executive Committee shall provide each such *ad hoc* committee with a specific charge stated in writing and the *ad hoc* committee shall confine itself to the fulfillment of this charge unless otherwise authorized in writing by the Executive Committee. The maximum term of any such *ad hoc* committee shall be twelve months, subject to extension at the discretion of the Executive Committee.~~

~~7. Act on behalf of the faculty between regular meetings of the faculty. Such action shall be reported by the chairperson of the Executive Committee at the next regular meeting of the faculty.~~

~~8. Make appointments to fill vacancies on standing and *ad hoc* committees unless otherwise stated in these bylaws.~~

~~9. Make recommendations to the dean on faculty-requested academic leaves of absences.~~

~~10. Evaluate specific cases of student progression/retention as requested by program directors or students.~~

Section 7 Budget Committee

~~a. Membership – The committee shall be composed of:~~

~~1. Six (6) voting ~~full-time~~ faculty members three (3) of whom are elected and three (3) of whom are appointed. Appointments are made by the Executive Committee.~~

~~2. The dean of the School of Nursing – *ex-officio*~~

~~-b. Term – ~~Full-time~~ Voting faculty are elected or appointed for a three (3) year term with one (1) faculty elected and one (1) faculty appointed each year. Appointments are made by the Executive Committee.~~

~~b.~~

~~c. Functions~~

~~1. Review proposed budgets for consistency with strategic plan priorities.~~

2. Review fiscal reports biannually and as needed.
3. Advise the dean on fiscal matters.
4. Advise the dean on the number and type of faculty and staff positions.
- ~~5. Recommend to the dean allocation of resources to faculty.~~

Section 87. Committee on Curricula

a. Membership – The committee shall be composed of:

1. Four (4) voting full-time faculty members and one (1) special faculty member.
2. ~~Four~~^{Three} (4~~3~~) students: one (1) from the BSN program, one (1) from the MSN program, one (1) from the MN program, and ~~one~~^{one} (1) from the ~~DNP~~ND program.
3. Program directors for the BSN, Grad Entry, MSN and ~~DNP~~ND programs – *ex-officio*.
4. The executive associate dean for academic programs – *ex-officio*.

~~b. Election – Faculty nominate themselves for positions on the ballot prepared by the Executive Committee. Students are selected by the student body in an election held by the appropriate student association.~~

~~c. Term~~ – Voting Full-time faculty shall be elected for a term of two (2) years. Two (2) full-time voting

~~One half of the~~ faculty members shall be elected in even years and two (2) full-time voting and one (1) special faculty member shall be elected~~the remaining half of the~~ faculty members elected in odd years, in odd years. Students ~~are shall be~~ selected by ~~the the~~ appropriate student association and shall serve for one (1) year annually. ~~Special faculty shall be appointed by the Executive Committee.~~

~~d. Quorum – One half of the faculty who are voting members of the committee shall constitute a quorum.~~

e. Functions

1. Evaluate the curricula and courses in of the BSN, MN, MSN, and ~~DNP~~ND programs ~~and recommend, and other approved academic programs.~~ changes to the faculty.
2. Recommend ~~policies to the~~ faculty changes to existing programs or courses, creation of new programs, specialties, majors or courses, and deletion of current programs, specialties, majors or courses, regarding the progression and graduation of students.
3. ~~Establish guidelines (based on criteria stipulated by donors) for prizes and awards and selects students to receive such prizes and awards.~~
4. ~~Arrange meetings of faculty teaching in the programs to discuss and draft recommendations to the faculty regarding the curricula.~~
5. ~~Appoint ad hoc committees as needed to facilitate the work of the Committee on Curricula.~~ Recommend policies to the faculty regarding the progression and graduation of students.

Section 98 Committee on Admission to the ~~Master of Doctor-of-Nursing Practice (MN)~~ Program

- a. Membership – The Committee shall be composed of:
1. ~~FiveTen (540)~~ elected and ~~up to threetwo (32)~~ appointed faculty members: all ~~of whom~~ must be ~~voting full-time voting members of the~~ faculty.
 2. Director of the ~~MNND~~ Program who shall serve as chair.
- ~~b. Election – Faculty nominate themselves for positions on the ballot prepared by the Executive Committee.~~
- ~~c. Term~~ – Faculty shall be elected for a term of ~~two (2)~~ years; ~~threefive (3)~~ members shall be elected in even years and ~~twofive (2)~~ members elected in odd years. ~~Up to three (3) faculty shall be appointed annually by the director of the MN program executive associate dean for doctoral programs.~~
- ~~dc. Two (2) faculty shall be appointed annually by the dean.~~
- e. Functions
1. Evaluate ~~MN program Doctor-of-Nursing~~ admission policies and criteria and recommend changes to the faculty.
 2. Interview ~~non-nurse, post-baccalaureate~~ applicants to the ~~MN N.D.~~ program.
 3. ~~Admit applicants to the MN – Recommend qualified applicants for admission to the N.D.~~ program.

Section 109 Committee on Admission to the Doctor of Nursing Practice Program (DNP)

- a. Membership – The committee shall be composed of:
1. Three (3) elected and two (2) appointed faculty members all of whom must be voting full-time faculty.
 2. Director of the post-masters component of the DNP program who shall serve as chair.
- b. Term – Faculty shall be elected for a term of two (2) years; two (2) members shall be elected in even years and one (1) member elected in odd years. Two (2) faculty shall be appointed annually for one (1) year terms by the associate dean for doctoral programs.
- c. Functions
1. Evaluate ~~post-masters~~ DNP program admission criteria and policies and recommend changes to the faculty.
 2. Interview ~~masters prepared nurse~~ applicants for admission to the ~~post-masters component of the DNP program.~~
 3. Admit qualified applicants to the ~~post-masters component of the DNP program.~~

Section 11 Committee on Admission to the Master of Science in Nursing (MSN) Program

- a. Membership – The Committee shall be composed of:
1. Four (4) members; all must be ~~voting full-time voting members of the~~ faculty.
 2. Director of the MSN Program, who shall serve as chair.

~~b. Election – Faculty nominate themselves for positions on the ballot prepared by the Executive Committee.~~

~~c. Term – Faculty shall be elected for a term of two (2) years; two (2) members shall be elected in even years and two (2) members elected in odd years.~~

d. Functions

1. Evaluate admission policies and criteria, for the ~~MSN aster of Science in Nursing~~ Program and recommend changes to the faculty.

2. ~~Admit Recommend~~ qualified applicants for admission to the ~~MSN master's~~ program.

3. Interview applicants, if appropriate.

Section 120 ~~Committee on Admission to the~~ Bachelor of Science in Nursing (BSN) Program Admission and Progression Committee

a. Membership – The committee shall be composed of:

1. ~~4–Two (2) elected and two (2) appointed faculty Four (4) voting~~ members all of whom must be voting full-time faculty of the faculty.

2. Faculty shall be appointed by the director of the BSN program.

2. Director of the B.S.N. Program, who shall serve as chair.

b. ~~Election – Faculty nominate themselves for positions on the ballot prepared by the Executive Committee.~~

~~c. Term – One (1) f~~ Faculty shall be elected and one (1) shall be appointed in even years; one(1) faculty shall be elected and one (1) faculty shall be appointed in odd years; elected and appointed faculty shall serve two (2) year terms. Faculty shall be appointed by the director of the BSN program for a term of two (2) years; two (2) members shall be elected in even years and two (2) members elected in odd years.

~~cd.~~ Functions

1. Evaluate Bachelor of Science in Nursing admission policies and criteria and recommend changes to the Office of Undergraduate Admission. undergraduate admissions office.

2. Evaluate applications as requested by the uUOffice of Undergraduate Admission. undergraduate aAdmissions Office.

Section 134 Board of Appeals

a. Membership

1. Equal number of students and faculty.

2. Three (3) ~~voting full-time voting~~ members of the ~~f~~ Faculty shall be elected. Student representatives shall be appointed as needed by the Undergraduate Student Nurses Association and the Graduate Student Nurses Association with one each from the BSN, MSN, and ~~MN~~ND program.

3. One (1) of the elected faculty members will be designated as chairperson by the dean.

4. If for any reason there are not at least two (2) faculty and two (2) student members of the Board of Appeals available to hear the appeal, the Executive Committee of the faculty shall designate faculty member(s) as replacements and the Executive Committees of the Student Associations designate student member(s) as replacements.

b. ~~Term Election~~ – Faculty shall be elected for a term of two (2) years. Two (2) shall be elected in odd-numbered years and one (1) in even-numbered years~~nominate themselves for positions on the ballot prepared by the Executive Committee.~~

c. Functions

1. Schedule and conduct hearings according to policy and procedure after notification of an official appeal of a grievance or after official notification of a potential violation of academic integrity for which the School of Nursing has jurisdiction.

2. Submit recommendations to the dean upon adequate deliberations following the hearing.

~~d. Term – Faculty shall be elected for a term of two (2) years. Two (2) shall be elected in the odd years and one (1) in the even years.~~

Section 142 Committee on Faculty Appointment, Reappointment, Promotion and Tenure

a. Membership

1. The dean of the school who serves as chairperson.

2. All voting members of the faculty holding rank of professor with tenure.

3. Additional members may be appointed from among the tenured faculty at the discretion of the dean so long as the number does not exceed the number of professors appointed with tenure.

b. Functions

1. ~~RTo~~ recommend to the faculty revisions or changes in the definitions of faculty appointments to the School of Nursing. (see attachment A)
2. ~~MTo~~ make recommendations for emeritus status.
3. ~~RTo~~ review university and school policies relevant to faculty appointments, reappointments, promotion and tenure and to make recommendations for needed change through appropriate channels to the ~~f~~Faculty of ~~n~~Nursing and to the Faculty Senate.
4. ~~RTo~~ review procedures relevant to faculty appointments, reappointments, promotion and tenure and ~~to~~ make recommendations for needed change through appropriate channels to the ~~f~~Faculty of ~~n~~Nursing and to the Faculty Senate.
5. ~~RTo~~ recommend appointments, reappointments, promotions and tenure for the voting full-time faculty.
6. Review the resources and time (taking into account rank and type of faculty appointment) needed for scholarly growth, academic achievement and professional development including the commitment of resources that accompanies an award of tenure, and recommend changes to the faculty of nursing and administration.

Section 153 Committee for Evaluation of Programs

a. Membership

The committee shall be composed of:

1. Four (4) voting faculty members: ~~all must be voting members of the faculty.~~
2. ~~Five~~ four (5) students: one (1) from each of the four programs, BSN, MSN, ~~MN, DNP~~ MN, DNP and PhD ~~selected by the appropriate student association.~~
3. The program directors for the BSN, MSN, ~~MN, DNP~~ MN, DNP and PhD Programs – *ex officio*.
4. The executive associate dean for the academic programs – *ex officio*.

b. Election

~~Faculty members nominate themselves for positions on the ballot prepared by the Executive Committee and are elected by faculty ballot. Students are selected by their associations.~~

~~c.~~ Term

Faculty shall be elected for a term of two (2) years; two (2) members to be elected in even years, and two (2) members elected in odd years. Student members shall be selected by the respective student associations annually.

cd. Functions

1. Develop forms and procedures to evaluate educational process, course and program outcome criteria ~~and teaching effectiveness.~~ Individual faculty members and program directors will be responsible for evaluating courses and teaching effectiveness.
2. Implement, monitor and revise an ongoing system for evaluation.
3. Report its findings and recommendations to the ~~appropriate faculty committee or~~ for action.

Section 16 PhD Council of the School of Nursing

a. Membership

1. Nine elected members with voting privileges; all regular voting faculty members with research doctorates (e.g., PhD, DNSc, EdD); one (1) will serve as chair of the admissions committee; the composition of membership will include.
 - a. Two (2) to four (4) members from each rank: Assistant Professor, Associate Professor, and Full Professor.
 - b. The majority of Council members should be tenured or on the tenure-track.
2. Four (4) ex officio members (Dean, Associate Deans for Doctoral Education, Academic Programs, and Research; these members will have voting privileges.
3. The Director of Institutional Research in the School of Nursing (non-voting).
4. One PhD student representative (non-voting)

b. Elections

1. Faculty members will nominate themselves or be nominated by colleagues.; ~~Members~~ Members will be elected from the pool of nursing faculty members who hold research doctorates (i.e., PhD, DNSc, EdD) and have an active program of research (i.e., has conducted and published research within the past three (3) years) and are eligible to teach in the PhD program and/or advise/mentor PhD students.
2. Eligibility for placement on the ballot and the determination of the composition of the committee will be made by a two (2) to three (3) member subcommittee of the PhD Council.

c. Terms of office

1. Three Council members will be elected in the Spring semester each year to serve a three (3) year term so that the terms are staggered; members may serve for not more than two (2) consecutive terms.
2. If a Council member is unable to fulfill his or her term for any reason, the remaining members of the PhD Council will appoint another eligible faculty member to fulfill the term.

d. Functions

1. Establish and maintain criteria for appointment of PhD Council.
2. Establish and maintain all policies for admission, progression, candidacy, and graduation of students in accordance with the policies governing requirements for the PhD in Nursing and the School of Graduate Studies.
3. Develop, evaluate, and change the curricular requirements of the PhD in Nursing program.
4. Recommend to the School of Graduate Studies:
 - a. PhD nursing students for candidacy.
 - b. PhD students for graduation

5. Provide advice to the program director on issues related to admission, progression, and evaluation of courses and PhD program.
6. Collaborate with the Office of Student Services at the School of Nursing in PhD student recruitment.
7. Communicate with and obtain feedback from the pool of nursing faculty members who hold research doctorates (e.g., PhD, DNSc, EdD).
8. Monitor the progress of the PhD program in meeting quality indicators.

e. Meetings

1. Monthly meetings will be held during the academic year and as needed during the summer months.
2. Meetings will be open to all nursing faculty members with research doctorates (e.g., PhD, DNSc, EdD).

Section 17 Committee on Admission to the PhD Program

a. Membership

1. Six (6) members; all voting ~~regular~~ faculty members with research doctorates (e.g., PhD, DNSc, EdD).
2. Chairperson elected from PhD Council.
3. Director of the PhD program is a member Ex-officio.

b. Election

Faculty members will nominate themselves or be nominated by colleagues; members will be elected from the pool of nursing faculty members who hold research doctorates (e.g., PhD, DNSc, EdD) and an active program of research/scholarship and are eligible to teach in the PhD program and/or advise/mentor PhD students.

c. Terms of office

1. Faculty shall be elected in the Spring semester of each academic year for a term of two (2) years; three (3) members shall be elected in even years and three (3) members elected in odd years.
2. If a committee member is unable to fulfill his or her term for any reason, the remaining members of the PhD Council will appoint another eligible faculty member to fulfill the term.

d. Function

Recommend to the Associate Dean for Doctoral Education and School of Graduate Studies qualified applicants for admission to the PhD in nursing program.

~~e. Articulation with Organizational and Committee Structures~~

~~Individual faculty members and program directors will be responsible for evaluating courses and teaching effectiveness.~~

ARTICLE VIII

SPECIAL COMMITTEES

Special committees may be designated to carry on faculty business not otherwise specified in these bylaws. Members shall be appointed by the dean. [Special committees shall submit regular reports to the faculty.](#)

ARTICLE IX

UNIVERSITY FACULTY SENATE

Section 1 Representation

- a. The ~~f~~Faculty of ~~n~~Nursing shall elect senators to the ~~University~~ Faculty Senate. The _____ number of senators shall be ~~appointed~~ in accordance with the Constitution of the University Faculty.
- b. The student body of the School of Nursing may have elected members on the Faculty Senate in accordance with the Constitution of the University Faculty.

Section 2 Election

- a. The senatorial elections shall be held in the spring term.
- b. Faculty ~~S~~enators from the School of Nursing shall be voting members of the faculty. ~~"These senators shall be elected to serve three (3) year terms; one-third of them shall complete their term of office on commencement day each year."~~ A Senator shall not be seated unless at least 40% of the voting members have returned ballots in the election.

ARTICLE X

~~REVISION OF BYLAWS UNIVERSITY UNDERGRADUATE FACULTY EXECUTIVE COMMITTEE~~

~~The faculty of the School of Nursing shall elect representatives to the University Undergraduate Faculty Executive Committee. The number of representatives and terms shall be in accordance with the Bylaws of the University Undergraduate Faculty. Election shall be held in the spring term.~~

~~These bylaws may be amended by a two-thirds affirmative vote of the faculty-voting members present at any meeting, provided copies of proposed changes have been distributed to all members, both voting and non-voting, at least two (2) weeks before the meetings at which the vote is taken.~~

~~If changes have not been distributed at least two (2) weeks in advance, these bylaws may be amended by a 95% affirmative vote by the voting members of the faculty present at any meeting.~~

ARTICLE XI

~~REVISION OF BYLAWS~~

~~These bylaws may be amended by a two-thirds affirmative vote of the faculty present at any meeting, provided copies of proposed changes have been distributed to all members, both voting and nonvoting, at least two weeks before the meetings at which the vote is taken.~~

~~If changes have not been distributed at least two weeks in advance, these bylaws may be amended by a 95% affirmative vote by the voting members of the faculty present at any meeting.~~

ARTICLE XII

PARLIAMENTARY AUTHORITY

Robert's Rules of Order Newly Revised (most recent revision)

Case Western Reserve University
 Frances Payne Bolton School of Nursing
 Bylaws Attachment A (Effective July 1, 2005)

Criteria for Appointment, Reappointment, Promotion and Tenure for ~~Voting Full-Time (Tenured/tenure Track, and and Voting Nontenure Full-time Nontenure Track)~~ and Special Faculty Members

~~“All faculty will have an expert knowledge of his or her academic field and a commitment to continuing development of this competence.”~~

	<u>Full-Time Tenured/tenure Track</u>	<u>Full-Time Nontenure Track</u>	<u>Special</u>
Obligations: for tenure track	___ teaching, research and scholarship, ___service to the University community	_____ 2 of the 3 listed for tenure track	1 of the 3 listed
Lecturer	criteria not applicable	_____criteria not applicable	Academic qualifications and competencies are other than those for established University ranks.
Instructor	criteria not applicable	1. Master’s degree in nursing or with masters degree in a field of special preparation as an advanced need practice nurse. _____	1. Master’s degree in nursing
teaching nursing and in teaching.		2. Evidence of competence in teaching he _____ and in the practice of nursing and in teaching. _____ or in a field of special need.	2. Evidence of competence in _____ practice need nurse. 2. Evidence of competence in _____ and in the practice of _____ or in a field of special need.
Assistant Professor	1. Earned doctorate. 2. Experience in teaching and research in area of expertise.	1. Earned doctorate. 2. Excellence in clinical practice and teaching.	1. Earned doctorate. 2. Excellence in clinical practice and teaching.

	3. Scholarly productivity as evidenced by research, publications in refereed journals, presentations, school/professional committee memberships, and state and local recognition.	3. Scholarly productivity as evidenced by publications in clinical and professional journals, presentations, school/professional committee memberships, and state and local recognition.	3. Scholarly productivity as evidenced by publications in clinical and professional journals, presentations, school/professional committee memberships, and state and local recognition.
Associate Professor	<ol style="list-style-type: none"> 1. Excellence in teaching. 2. Evidence of academic leadership. 3. Research productivity and scholarship 4. Contribution to international scholarship through publications and presentations. 5. University, School, and professional organization committee membership. 6. Contributions to national organizations. 	<ol style="list-style-type: none"> 1. Expertise in clinical practice. 2. Evidence of academic and clinical leadership. 3. Clinical scholarship 4. National and international recognition in the profession. 5. University, School, and professional organization committee membership. 6. Contributions to national organizations. 	<ol style="list-style-type: none"> 1. Expertise in clinical practice. 2. Evidence of academic and clinical leadership. 3. Clinical scholarship 4. National and international recognition in the profession. 5. University, School, and professional organization committee membership. 6. Contributions to national organizations.
Professor	<ol style="list-style-type: none"> 1. Major University, School and professional organization committee leadership. 2. Substantive scholarly contributions nationally and internationally. 3. Influence in public policy on a national and international level. 	<ol style="list-style-type: none"> 1. Major University, School and professional organization committee leadership. 2. Substantive scholarly contributions nationally and internationally. 3. Influence the development of professional policies through national or international leadership activities. 	<ol style="list-style-type: none"> 1. Major University, School and professional organization committee leadership. 2. Substantive scholarly contributions nationally and internationally. 3. Influence the development of professional policies through national or international leadership activities.

Faculty Diversity Report

Faculty Senate

September 23, 2010

*Presented by
Dr. Marilyn S. Mobley
and
Dr. John M. Clochesy*



Forward Thinking (Strategic Plan)

GOAL II – Develop a strong, vibrant and diverse University community.

2. Promote diversity

Enfranchise underrepresented groups, maximizing the richness of culture, and perspectives within the campus community.

Sustain and broaden the ADVANCE Institutional Transformation Program, with its emphasis on women and minority faculty.

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Office of Inclusion, Diversity and Equal Opportunity

Adelbert Hall, Room 315

www.case.edu/diversity

Marilyn S. Mobley, PhD, Vice-President

Robynn K. Strong, Executive Aide to Dr. Mobley

Melissa K. Burrows, PhD, EEO & Diversity Specialist

John M. Clochesy, PhD, Faculty Diversity Officer

Tenille N. Kaus, JD, Mgr of Faculty Diversity & Development

*Liz Roccoforte, MA, Diversity Program Manager**

*Kyle Znamenak, CDP, Diversity Program Specialist**

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OIDEO Pillars of Strategic Leadership

- Research and Climate Assessment
- Communication and Education
- Programming and Resource Development
- Compliance
- Community Engagement and Outreach

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University Committees and Councils

Faculty Senate Committee on Women Faculty
Faculty Senate Committee on Minority Affairs

President's Advisory Council on Women (PACOW)
President's Advisory Council on Minorities (PACM)

Supplier Diversity Initiative Council
Diversity Leadership Council

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Diversity Leadership Council Membership

Sarah Andrews	Sane Loue
Deborah Bibb	Dorothy Miller
Cathy Carlin	Dean Patterson
Denise Douglas	Sonya Pryor-Jones
Jonathan Entin	Deborale Richardson-Bouie
Karen Farrell	Charles Rozek
Kurt Fretthold	Lynn Singer
Faye Gary	Colleen TremI
Dario Gasparini	Elfreda Walter
James Harris	Kristin Williams
Stephen Haynesworth	Rhonda Williams

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Representing 50 states and 87 countries

DEMOGRAPHIC SNAPSHOT OF CWRU*

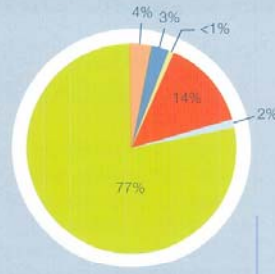
The OIDE0 gratefully acknowledges the Office of Institutional Research for compiling the demographic data for this report. The current data will serve as a baseline from which the OIDE0 will continue to monitor the progress of the University in the area of diversity and inclusion for faculty, staff, undergraduate, graduate and professional students. This data will also continue to guide strategic planning and programming efforts.

* Sources: Faculty Database, Office of the Provost; Human Resources; Registrar. Percentages may not sum to 100 due to rounding.

KEY TO CHARTS ON RACE/ETHNICITY

- International
- African American
- American Indian
- Asian/Pacific Islander
- Hispanic
- White
- Unknown/Other

FACULTY +
Total - 1,244



Male - 63%
Female - 37%

Faculty and Staff data is current as of Nov. 2009.
* Data reflects only those faculty who are University employees

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	Tenured			Tenure Track			Non-Tenure Track			Not Applicable			Grand Total		
	W	M	Total	W	M	Total	W	M	Total	W	M	Total	W	M	Total
Non-Res Alien	1	4	5	10	17	27	1	7	8	3	7	10	15	35	50
African Amer	5	9	14	8	4	12	6	0	6	5	2	7	24	15	39
Native Amer	0	2	2	0	1	1	0	0	0	0	0	0	0	3	3
Asian	15	44	59	12	42	54	14	24	38	9	9	18	50	119	169
Hisp / Latino	3	1	4	3	8	11	2	2	4	0	1	1	8	12	20
White	116	367	483	71	79	150	101	119	220	75	35	110	363	600	963
Unk/Not Self-Id	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	140	427	567	104	151	255	124	152	276	92	54	146	460	784	1,244

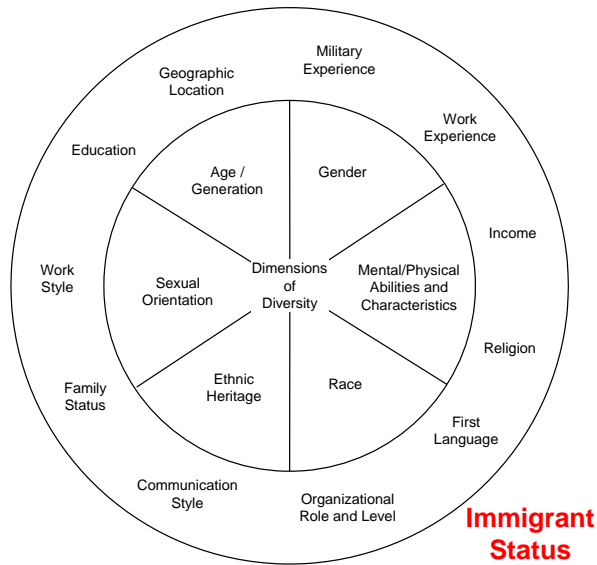
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School	Non-Resident Alien	African American	Asian	Hispanic Latino	White	Total Minority	Grand Total
Applied Social Sciences	0	4	0	0	21	4	25 (.160)
Arts and Sciences	12	8	15	4	202	27	241 (.112)
Dental Medicine	2	5	10	3	50	18	70 (.257)
Engineering	10	1	23	1	71	26	107 (.243)
Law	0	1	1	0	45	2	47 (.043)
Management	4	1	10	1	43	12	59 (.203)
Medicine	22	8	109	10	427	129	578 (.223)
Nursing	0	10	1	1	80	12	92 (.130)
Physical Education	0	1	0	0	24	1	25 (.040)
Total	50	39	169	20	963	231	1244
	0.040	0.031	0.136	0.016	0.774	0.186	

An estimated 70 of those listed are from “under-represented” minorities or 5.6% of all faculty

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Dimensions of Human Difference (Loden)



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Retention and Recruitment Issues

- Overexposure/hypervisibility
- Micro-inequities
- Subtle and unconscious bias
- Lack of critical mass

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Subtle and Unconscious Bias

- Searches
 - Classroom
 - Committees
 - Meetings
- <http://www.cookcross.com/docs/UnconsciousBias.pdf>

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The Search and Affirmative Action Process

Informational Presentation

Consultation

Search Committee Training

(similar to Carnegie Mellon)

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Ways that OIDEO can partner with your search committee

- Review potential advertisements
- Recommend sources to identify potential applicants
- Meet with those invited to campus for interview (~30 minutes)

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Promising Practices

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Projecting a Welcoming & Inclusive Environment



We need to be mindful & intentional.

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Building Relationships and Selling Cleveland and NE Ohio

- Personal contacts!
- Invite graduate students, post-doctoral trainees, young faculty to campus to present seminars.
- Summer opportunities on campus to engage is scholarship.
- Conference on campus.

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Building Relationships and Selling Cleveland and NE Ohio

- Best Practice (reported by faculty hire)
 - Invited not as faculty applicant to visit*
 - Met with lots of enthusiastic faculty at all ranks, possible collaborators*
 - Host knew everything about me, he knew I was a dog person, so he introduced me to his dog too*

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Key Learning from 2010 Report from MIT about Recruiting Faculty in the STEM Fields

- 36% of URM hires have MIT degree
- 60% received their PhD from three key universities (MIT, Stanford, Harvard)
- 63% of URM hires report *active recruitment*

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Other Examples

- Washington University in St. Louis
 - Diversity and Inclusion Grants*
- New York University
 - Postdoctoral and Transition Program for Academic Diversity Fellowship*
- Preparing Future Faculty
- Inclusive Teaching Strategies
 - Impacts overall climate*

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Washington University in St. Louis Diversity and Inclusion Grants

- Since 2005
- 13 grants last year
- \$250,000 in 2009

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NYU Postdoctoral and Transition Program for Academic Diversity Fellowship

- Five positions
- Two year appointment (Asst Prof/Faculty Fellow)
- Completed dissertation within 3 years

● Dance, Film, Finance, History, Literature, Management,
Marketing, Music, Psychology, Sociology(2)

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Gap between URM supply and hires at top 100 research universities (2007)

Chemistry	7.5%	3.9%
Mathematics	6.1%	3.3%
Physics	5.2%	2.5%
Earth Sciences	5.5%	3.7%
Biology	7.8%	4.1%
Chem Engineer	7.7%	5.6%
Civil Engineering	8.2%	6.1%
Computer Science	6.6%	2.8%
Electrical Engineer	7.9%	3.3%
Mech Engineering	3.7%	4.1%
Economics	8.4%	5.8%
Political Science	12.7%	7.3%
Sociology	16.4%	13.5%
Psychology	12.9%	6.9%

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Preparing Future Faculty

- [Howard University](#)
- [University of Texas, Austin](#)

Inclusive Teaching Strategies

- [University of Michigan](#)
- [UNC Chapel Hill](#)
- [Vanderbilt University](#)

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Upcoming Events

Friday, September 24th

"Sit in at the Five and Dime"

A concert reading by Margorie Duffield & Janice Lowe

Sponsored by the President's Advisory Council on Minorities

6:00 pm, Harkness Chapel

Thursday, October 14th

"Why Diversity Matters in the Obama Era"

A lecture by Charles J. Ogletree, Jr.

OIDEO Power of Diversity Lecture Series

4:30 pm, Inamori Center for Ethics and Excellence

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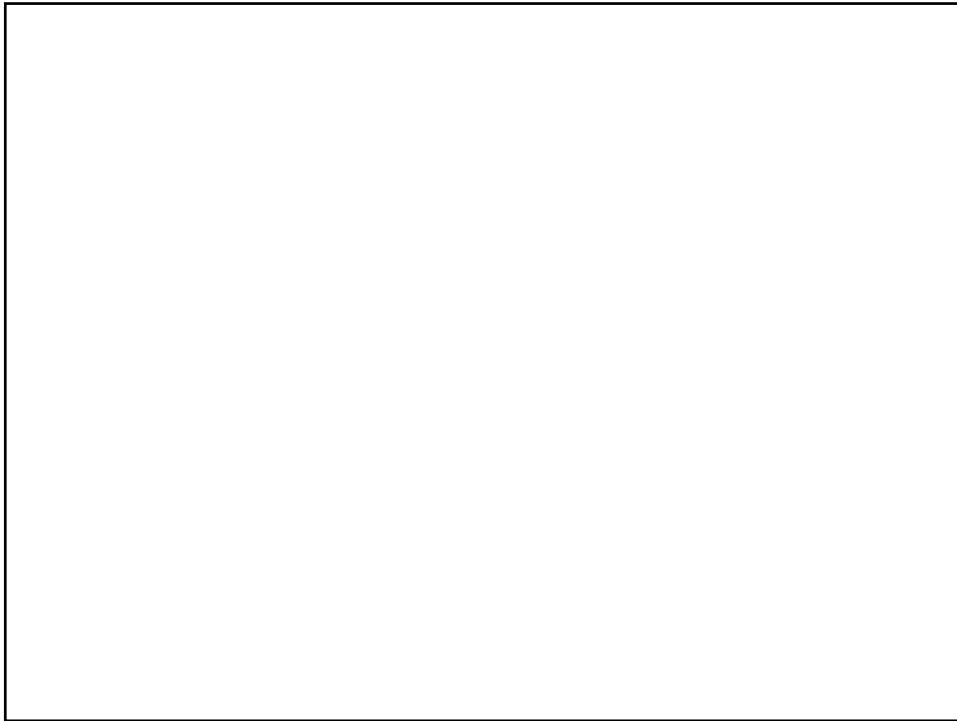
Contact Us

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(216) 368-8877

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Total Faculty by School/College

Faculty Comparison	2005/06 Faculty	2006/07 Faculty	2007/08 Faculty	2008/09 Faculty	2009/10 Faculty
Arts and Sciences	220	219	222	229	241
Dental Medicine	66	68	71	73	70
Engineering	117	115	110	108	107
Law	48	51	51	49	47
Management	74	60	61	58	59
Medicine	748	756	621	585	578
MSASS	25	26	27	26	25
Nursing	59	71	75	81	92
Total Faculty	1,357	1,366	1,238	1,209	1,219

All numbers are for Board-approved, Case-paid faculty only at the rank of instructor and above.

For the School of Medicine, this number changed after the affiliation agreement went into effect during 2006.

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Faculty by Gender and School/College

Faculty Comparison	2005/06 Women	2006/07 Women	2007/08 Women	2008/09 Women	2009/10 Women
Arts and Sciences	73	81	84	85	96
Dental Medicine	17	18	21	23	23
Engineering	12	13	12	14	13
Law	12	16	18	19	19
Management	16	14	13	11	11
Medicine	259	265	209	187	190
MSASS	13	13	13	13	13
Nursing	54	66	70	77	87
Total Faculty	456	486	440	429	452

All numbers are for Board-approved, Case-paid faculty only at the rank of instructor and above.

For the School of Medicine, this number changed after the affiliation agreement went into effect during 2006.

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Total Minority Faculty by School/College

Faculty Comparison	2005/06 Minority	2006/07 Minority	2007/08 Minority	2008/09 Minority	2009/10 Minority
Arts and Sciences	25	25	25	26	30
Dental Medicine	17	19	19	20	20
Engineering	30	32	31	33	35
Law	5	4	4	3	2
Management	16	10	11	13	14
Medicine	137	152	142	143	143
MSASS	3	4	4	4	4
Nursing	5	7	10	9	12
Total Minority Faculty	238	246	246	251	260
Underrepresented Minority Total *	70	72	65	64	70

* African Americans, Hispanic Americans, Native Americans, Alaska Natives, Hawaiian Natives, and natives of the U.S. Pacific Islands. Women are considered an underrepresented group in the STEM fields.

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African American Faculty by School/College

Faculty Comparison	2005/06 Af-Amer	2006/07 Af-Amer	2007/08 Af-Amer	2008/09 Af-Amer	2009/10 Af-Amer
Arts and Sciences	7	7	6	7	8
Dental Medicine	7	6	6	5	5
Engineering	1	1	2	1	1
Law	4	3	3	2	1
Management	2	0	0	1	1
Medicine	13	17	16	12	9
MSASS	3	4	4	4	4
Nursing	4	6	8	7	10
Total Faculty	41	44	45	39	39

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Asian Faculty by School/College

Faculty Comparison	2005/06 Asian	2006/07 Asian	2007/08 Asian	2008/09 Asian	2009/10 Asian
Arts and Sciences	14	15	15	15	17
Dental Medicine	8	11	11	12	12
Engineering	26	28	26	29	30
Law	1	1	1	1	1
Management	12	9	10	11	12
Medicine	106	116	117	118	117
MSASS	0	0	0	0	0
Nursing	1	1	1	1	1
Total Faculty	168	181	181	187	190

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Hispanic Faculty by School/College

Faculty Comparison	2005/06 Hispanic	2006/07 Hispanic	2007/08 Hispanic	2008/09 Hispanic	2009/10 Hispanic
Arts and Sciences	4	3	4	4	5
Dental Medicine	2	2	2	3	3
Engineering	2	2	2	2	3
Law	0	0	0	0	0
Management	2	1	1	1	1
Medicine	16	16	7	11	15
MSASS	0	0	0	0	0
Nursing	0	0	1	1	1
Total Faculty	26	24	17	22	28

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**Native American Faculty by
School/College**

Faculty Comparison	2005/06 Nat Amer	2006/07 Nat Amer	2007/08 Nat Amer	2008/09 Nat Amer	2009/10 Nat Amer
Arts and Sciences	0	0	0	0	0
Dental Medicine	0	0	0	0	0
Engineering	1	1	1	1	1
Law	0	0	0	0	0
Management	0	0	0	0	0
Medicine	2	3	2	2	2
MSASS	0	0	0	0	0
Nursing	0	0	0	0	0
Total Faculty	3	4	3	3	3

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Faculty Diversity Report

Part 2

Faculty Senate

January 19, 2011

*Presented by
Dr. Marilyn S. Mobley
and
Dr. John M. Clochesy*



Faculty Composition by College/School, Gender, and Rank 2010-11
(University Paid Faculty)

	Professor		Associate Professor		Assistant Professor		Instructor/Sr. Instr			Grand Totals			Total
	W	M	W	M	W	M	W	M	W	M			
Applied Social Sciences	3	6	4	2	5	2	3	1	15	11	26		
Arts and Sciences	26	76	34	36	28	30	16	9	104	151	255		
Dental Medicine	2	8	4	15	11	15	5	7	22	45	67		
Engineering	4	61	6	25	3	11	1	0	14	97	111		
Law	10	23	6	2	1	1	0	0	17	26	43		
Management	4	30	2	13	7	10	0	0	13	53	66		
Medicine	38	152	47	92	84	118	26	20	196	381	577		
Nursing	14	0	14	1	25	1	29	3	82	5	87		
Subtotal	101	356	117	186	164	188	80	40	462	770	1232		
Physical Education	0	2	0	2	0	2	5	11	5	16	21		
Grand Total	101	358	117	188	164	189	85	51	467	786	1253		

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Faculty Trends by Gender
(University Paid Faculty)

	Women	Men	Total	% Women
2006-2007	486	880	1366	36%
2007-2008	449	815	1264	36%
2008-2009	437	798	1235	35%
2009-2010	461	783	1244	37%
2010-2011	468	785	1253	37%

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Faculty Composition by College/School, Gender, and Tenure Status
2010-11 (University Paid Faculty)

	Tenured		Tenure Track		Non-Tenure Track		Not Applicable		Grand Totals		
	W	M	W	M	W	M	W	M	W	M	Total
Applied Social Sciences	7	8	4	1	1	1	3	1	15	11	26
Arts and Sciences	60	112	28	30	0	0	16	9	104	151	255
Dental Medicine	4	13	6	9	7	17	5	7	22	45	67
Engineering	9	81	3	14	1	2	1	0	14	97	111
Law	7	18	2	2	8	6	0	0	17	26	43
Management	5	31	6	11	2	11	0	0	13	53	66
Medicine	38	154	46	89	85	119	26	20	196	381	577
Nursing	17	1	11	1	25	0	29	3	82	5	87
Subtotal	147	418	106	157	129	155	80	40	462	770	1232
Physical Education	0	0	0	0	0	5	5	11	5	16	21
Grand Total	101	358	117	188	164	189	85	51	467	786	1253

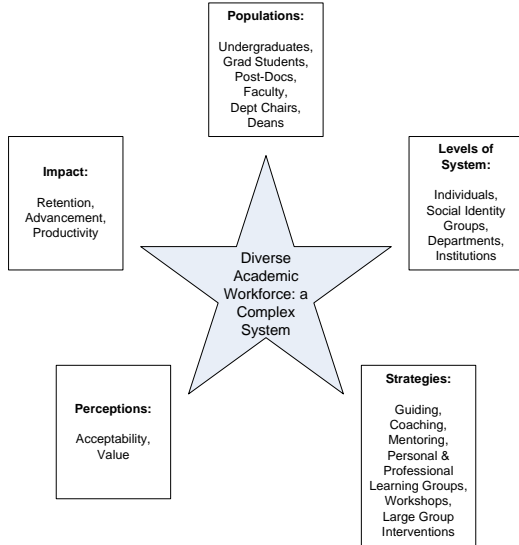
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Faculty Trends by Race/Ethnicity
(University Paid Faculty)

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
African American / Black	44	46	40	40	42
American Indian / Alaska Native	4	3	3	3	3
Asian	181	181	187	190	194
Hispanic / Latino	24	17	22	28	28
White	1110	1012	983	983	986
Unknown / Not Self-Identified	3	5	0	0	0
Total	1366	1264	1235	1244	1253

In 2009-2010, an estimated 70 of those listed are from “under-represented” minorities or 5.6% of all faculty

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Diversity Strategic Action Plan (DSAP)

Next steps for the Diversity Leadership Council (DLC)

January 2011	Host AAC&U leader as guest speaker Select consultant to facilitate DSAP
February 2011	Conduct focus groups and interviews
March 2011	Continue focus groups and interviews
April 2011	Host campus dialogues
May 2011	Complete DSAP

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Some Specific Faculty Diversity Initiatives

1. Preparing future faculty.
2. Hiring to achieve critical mass.
3. Joining the PhD Project.

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Upcoming Events

The Power of Diversity Lecture Series

Wednesday, February 9th

*"Promoting Diversity in Academia:
The Importance of Mentoring"*

LaShanda T. Korley, PhD, Case School of Engineering
3:00 pm, Alumni House

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Wednesday, March 16th

*"Educational Diversity in the 21st Century:
The LGBT Component of Teacher Training"*

Matthew L. Garrett, PhD, College of Arts and Sciences
3:00 pm, Alumni House

Wednesday, March 23rd

"The Economic Case for Diversity"

Julianne Malveaux, PhD
President, Bennett College for Women
4:30 pm, Wolstein Research Building

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Contact Us

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